

Local Government SERVICE



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WAS CONFERENCE WORTH WHILE ?

N.A.L.G.O.'s Twenty-first Annual Conference has passed into history and it is now appropriate to assess its results. What has it achieved? Was the achievement worth the ten thousand pounds or more that Conference must have cost or the immense amount of labour it involved? Has it any lessons for the future?

The paper achievements, it must be admitted, make neither a long nor an imposing list. Conference formally approved most of the work of the National Executive Council during the past year. It endorsed, after a heated debate, the Council's national campaign on salaries and service conditions and its plans for extending the facilities for post-entry training. It rejected the proposals for putting the Thrift Scheme on a satisfactory and unexceptionable basis. It initiated inquiries into the effects of mechanisation and the possibilities of the film as part of the public relations policy. And it agreed to a number of alterations of rules of greater or less importance.

* * *

THIS is by no means a negligible programme. The salaries campaign alone is sufficient justification for the Association's existence. But does the programme represent the best of which 100,000 local government officers are collectively capable? Frankly, we suggest that it does not. We cannot believe that Blackpool solved all the problems facing N.A.L.G.O. members, nor that the Association is unequal to still greater efforts on their behalf than were approved or initiated there. To say that does not, of course, imply that Conference was not worth while. The imponder-

ables of a great gathering of men and women, bound by common aims and ideals, while representing an untold variety of work and responsibility, the ties of friendship and collaboration there formed or renewed, the views and experiences there exchanged, inevitably outweigh the more practical results of motion and amendment. Had Conference done nothing but assemble it would still have been worth while.

* * *

BUT this is not enough. The achievements recorded at Blackpool, important as they are, are not enough. We believe that N.A.L.G.O. is capable of still greater endeavours, that it can do more than serve a purely "bread-and-butter" policy, that its members can and should attempt to make a constructive contribution towards a solution of the problems facing local government administration to-day.

Do they consider that our modern administrative system is perfect, that all is for the best in the best of all worlds? Have they nothing to say on the question of parochial or regional administration, on the widening opportunities for the use of leisure, on the impact of scientific discovery, on the imminent prospect of a sharply falling population with all the problems it will entail, on the lessons to be learned from the differing systems of other countries, to mention but a few of the topics agitating the minds of administrators to-day? Have they no views on the value of planning, on the application to their work of the teachings of modern psychology, on education in citizenship, on the right use of the powers put into man's hands by the film, broadcasting and television?

OF the Association's right to express its opinion on these and kindred topics there can, we feel, be no question to-day. As we pointed out in a leading article some months ago, no one is better able than the local government officer to evaluate the existing organisation of local government and to visualise the most fruitful and practical lines for its development. Among all the voices pronouncing on administrative methods and machinery to-day, his is the most authentic, for he is equipped with practical experience combined with a wide background of professional and socio-political knowledge. His voice need not be silent; indeed, silence on his part would be a national loss.

* * *

AND Conference provides him with the best opportunity to make his voice heard. It is N.A.L.G.O.'s Parliament, when it presents its work and its ambitions not merely to the judgment of 1,400 delegates, or 100,000 members, but to the scrutiny of the public as a whole. Does it make the fullest use of that opportunity? We cannot admit that it does.

In assessing responsibility for Conference's failure—as failure we consider it to be—to get the utmost value out of its assembly, we cannot hold the branches blameless. When the Council leads they often follow unwillingly. And when the Council fails to lead they show, on the whole, little desire to take the reins into their own hands. The debates at Blackpool provided striking evidence for this contention. They disclosed a remarkable difference between the motions put forward and the speeches made from the platform and those advanced from the floor. The former, on the whole, dealt realistically and effectively with major questions of policy, conceived for the benefit of all members. The latter, on the other hand, dealt in the main with individual views and grievances, the claims of groups and classes. The Council, for example, urged that the salaries question should be dealt with nationally, by national machinery. Its critics, on the other hand, were concerned with what they, individually, had secured or had failed to secure. The platform put forward a far-reaching scheme of post-entry training; the floor was more interested in securing educational loans free of interest. The Council provided a comprehensive solution of the problem of discount trading, designed to supply the needs of those who desire this facility while meeting the legitimate criticism of those who dislike the present system. Its critics refused to discuss this proposal at all, preferring to state their personal views in emotional terms, and ended by rejecting the scheme out of hand, despite a clear warning that such action would mean the continuance of all the old abuses. The Council, in general, framed its motions on the broad basis of national policy; many branches, in contrast, framed theirs on the narrow basis of individual claims. Some of the liveliest debates took place on the least important motions and much valuable time was devoted to the minor amendment of rules.

* * *

THAT this is no purely personal criticism is shown by the comments of a distinguished critic in a contemporary journal. "Unfortunately," he writes, "the Conference spent the best afternoon discussing the least interesting items . . . The Conference is

not merely a domestic arrangement. It is deliberately organised (and in other respects very well organised) to arouse public interest in matters affecting the interests of officials. There was a bread-and-butter air about this Conference which rather belied the general reputation of the Association for genuine concern for the public weal . . . There are vast problems of local government well worthy of being discussed which were not mentioned at all. The teachers' association manage to debate subjects of general educational interest. Is there nothing in local government except salaries that creates problems for local government officers?"

Camera Principis, the excellent magazine of the Coventry branch, replying to this criticism, quotes a statement made by the General Secretary last October, that inadequate salaries "can only be regarded as a canker destroying the 'drive' and idealism of local government," and adds its own view that, until adequate salaries and service conditions have been secured a bread-and-butter policy will produce the keenest debates.

"When this 'canker' is removed," the magazine continues, "perhaps the infant 'Public Relations' will suddenly mature into vigorous manhood and make heard the voice of N.A.L.G.O. on 'the vast problems of local government' of which, even now, the Association is not unmindful."

Must we, then, wait until every officer is satisfied with his material needs before we begin to consider wider problems, before even our public relations policy can begin to grow? We fully admit the appalling conditions in some areas, we fully endorse the view that their amelioration is the primary concern of the Association, towards which its major energies must be devoted. But we cannot agree that our energies must be confined to this task alone, nor that its unfulfilment renders us incapable of "drive" towards more idealistic aims. On the contrary, we believe that the adoption of the programme we have outlined will, by winning public attention and sympathy to the Association's work, materially assist its efforts to secure for every officer a salary and conditions commensurate with the enhanced prestige it will gain for him.

* * *

So much for Blackpool. What of Torquay? Can next year's Conference be made more useful and constructive, can it be given a vision, a drive, and a direction that will project N.A.L.G.O. along yet more fruitful avenues of service to its members and endow it with a voice of higher authority in the national counsels? We believe that it can—but only if every member, every branch official, every Councillor, will set himself now—not on the eve of Conference—to thinking along constructive lines. Research, analysis, planning, these are the only keys to progress and achievement. And discipline—a discipline that will oppose and reject all trivial, obstructive, and sectional claims, that will set the good of the Association as a whole above the needs or prejudices, however well-founded, of individuals and groups. Torquay will be of value in direct proportion to the readiness of every member to bear in mind that at Conference N.A.L.G.O. possesses its one annual opportunity of reaching the ears of the public, and to his determination to provide that listening public with views and policies worth hearing.

OUR NEW PRESIDENT

MR. JOHN L. HOLLAND, formally inducted as eleventh President of the Association at the conclusion of the Blackpool Conference, has had what must be a unique career both in local government and in N.A.L.G.O. In 1904 he stepped direct from the ranks as a secondary schoolmaster to the directorship of education for Northamptonshire, a position he has held ever since. In 1936 he stepped direct from the ranks of N.A.L.G.O. into the vice-Presidency of the Association, although at that time he had not met most of the members of the National Executive Council.

A "son of the manse," Mr. Holland was educated at Kingswood School, Bath, began to teach at the age of 18, and took a B.A. degree of London University while teaching. He went to London at 21 and was one of the first students at the London School of Economics, studying geography under Sir Halford McKinder and administration under the late Graham Wallas. During this period he became President of the Association for Assistant Masters in Secondary Schools.

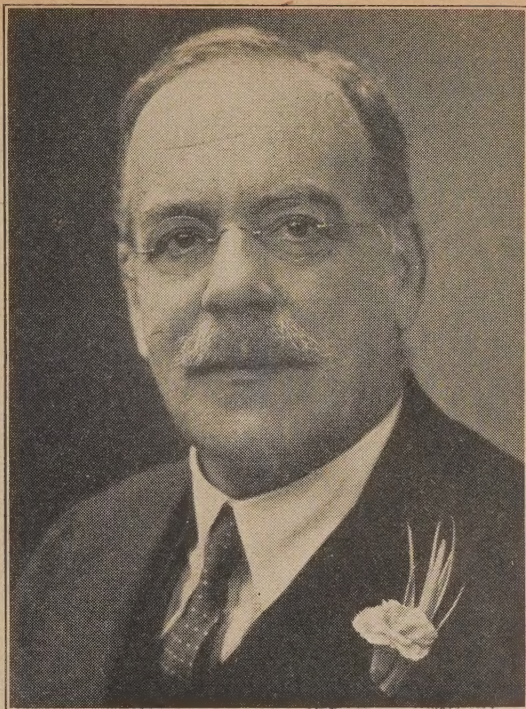
In 1903, when he was teaching at Southwark, Sir Michael Sadler, who had met him the previous year at a conference at Cambridge, invited Mr. Holland to become his assistant in the inquiries he was conducting for some of the new Education authorities set up by the Act of 1902. Mr. Holland was also made a Government nominee on the first Teachers' Registration Council. Later Sir Michael persuaded him to enter the local government service and he applied for, and obtained, his present post—one of the few men to enter the service as a chief officer.

Mr. Holland has been a member of the three Burnham Committees on Teachers' Salaries since their foundation, and in 1915 was chairman of the Association of Directors and Secretaries for Education. After serving for some years as Recorder of the Educational Science Section of the British Association he was appointed President of the Section in 1933.

As a member of the education committee of the County Councils' Association, and of the Education Advisory Sub-Committee, and in other ways, Mr. Holland has played a prominent part in the development of the national educational system, upon which he is today regarded as an authority. In Northamptonshire he promoted the establishment of a complete system of secondary schools and of institutions for the advancement of instruction in the technique of the principal local industries.

Mr. Holland's career in N.A.L.G.O. is equally distinguished. One of the first chief officers to join the association, he helped to form the Northampton town and county branch in 1919 and became its first treasurer, a position he has held ever since. He was one of the branch's first chairmen and is now about to become chairman again.

Since his appointment to the National Executive Council, Mr. Holland has devoted particular attention to Public Relations and, as chairman of the Publications and Public Relations Committee, played a large part in putting that aspect of the association's work on a permanent and expanding basis. He has also been an active member of the Education Committee.



—AND HIS MESSAGE TO MEMBERS.

"Make 1938 our Best Year Yet!"

"MY message to members at the beginning of my Presidential year is to appeal for your support. If we are to make appreciable advances—as we hope to do—whether in the establishment of Whitley Committees, in the improvement of salary and service conditions generally, or in securing that still greater advantage is taken of the facilities now available to all members for self-improvement through our educational schemes, the National Executive Council must have the utmost support and co-operation from branches and districts.

The discussions at Conference, and in particular the meetings of Education Correspondents and of the newly-created Public Relations Correspondents, gave encouragement to the belief that this co-operation will be given with energy and enthusiasm. If branches are prepared, confidently and even boldly, to help themselves, relying on the assistance of the Council, which will be given to any well-considered local effort, then 1938 can be one of the most successful years our Association has ever known.

J. L. Holland

The Woman Officer

LIBRARY PLEASURES, PAINS, AND PROSPECTS

By LUCIE R. HOLMAN, Borough Librarian, Heywood.

IN America, librarianship is a woman's profession, and in speaking of a librarian one always refers to "her." Not so, however, in England, although there exist libraries which are run entirely by a feminine staff. Actually, librarianship in Great Britain appears to be divided equally between men and women, as far as numbers are concerned. The register of the Library Association reveals a membership of 4,802, and of these 2,480 are women. Only 297 of these women members have achieved the status of fellowship, as compared with 569 men. The obvious deduction is that women in the main are not so anxious to gain professional qualifications. There must be some reason for this—women do not consider it worth while to spend numberless hours in arduous study, either because their chances of promotion are slow, or because their careers are likely to be terminated by marriage. At the present time there are few women holding higher positions in librarianship, preference being invariably shown towards men. There is the possibility, nevertheless, that should married women be allowed their own choice between continuing or ceasing their careers, qualifications and competitions would be greater, and better opportunities for women would develop.

What type of woman is best suited to service in a public library? Some of our male colleagues are of the opinion that not many of us fit the part. One asserts that "few women will ever gain that whole-hearted knowledge of men (mankind) and manners which characterises a useful librarian." But I maintain that in this direction a woman scores. She has a natural insight and understanding which are essential in the public librarian. Other necessary attributes are sympathy, a wish to serve, and, above all, a social interest and desire for the betterment of her fellow-beings. These human traits, combined with a liberal education, wide interests, and an extensive general knowledge are required of the woman who would become successful in librarianship. If these qualities are present, then a critical judgment will develop, and discrimination where books and people are concerned. A woman of this calibre will be able to analyse the mental capacity of readers, assess their literary needs, and satisfy them.

She should, therefore, attain a considerable measure of success.

Success and recompense for labour are of many kinds, and manifest themselves in diverse ways. Much satisfaction is gained in library work from the knowledge that one's individual efforts are contributing in a small way to the amelioration of the lot of

mankind, to the creation of a new world. Public libraries are combating ignorance—the cause of all the problems and difficulties in life. The results of library work are mostly unseen and intangible, yet the progress of reading as a habit, as shown in the reports of any public library over the last decade, discloses the extent of its influence. But zeal for the ultimate aim is the inspiration which sustains the keen librarian. The Archbishop of York, President of the Library Association, 1937, spoke thus of the profession: "To serve the public in its most human functions—that is the office and function of librarians; it is a high calling, bringing rich rewards, partly in the gratitude of individuals, partly also in the humane influence diffused in a



STORY HOUR—A speciality of women librarians.

world near to perishing from its plethora of mechanical contrivances, but still to be saved by all that promotes laughter and purposive resolve and self-forgetful admiration."

On the other hand, the material rewards for service in public libraries are indeed modest, in spite of a tendency for their improvement during recent years. Conditions and salaries are so variable in different municipalities that it is not an easy matter to state in definite figures the remuneration which a woman may expect to receive. Junior assistants, in the provinces, are paid from £40 to £100, and proportionately more in London. The salaries for senior positions held by experienced women range from £150 to £300. Few women command more than £300.

The positions in a public library differ according to the size of the system. In a large city service there are more specialists than in a small library where the few assistants carry out a great variety of duties. There are few women chiefs, except in county libraries and in small towns. Women deputy librarians who manage the system under the direction of their chiefs are not

much more numerous, but descending the scale one finds that, with the exception of technical and commercial librarians, every post may be occupied by a woman. There are women in charge of reference, lending, music, children's, and special libraries, information bureaux, and county and municipal branch libraries, and there are women editors of regional catalogues. There are women cataloguers and classifiers, women archive assistants, and specialists in poster work and display.

It is realised that the encouragement of reading in the rising generation is a sound cause. Most authorities, therefore, appoint a children's librarian, and this section of the profession is confined almost entirely to women, since women are most certainly best fitted by nature for such work. The children's librarian is expected to select books suitable for boys and girls, and to use all the means within her power to bring about the full and advantageous use of those books. To that end she arranges programmes of lectures, talks, and story hours, plans displays of pictorial matter and exhibitions to attract and create readers, and by personal contact does her utmost to make the child population "library conscious." Women have ample scope in work with children to prove their worth in the sphere of libraries.

A disadvantage of the library service, in the estimation of many people, is the hours. The working day is often spread out, and hours of duty "split."



LIBRARY LECTURE—One way of encouraging the youthful population to make better use of books.

Moreover, library work is in no way a sedentary occupation, but can be extremely fatiguing to the body. Meal times are irregular, and much time is spent standing. It is thus essential that only women who are physically fit should be appointed.

Perhaps I have not painted a rosy picture of public library work for women. I have endeavoured to be fair, and if in so doing I have not made the prospects appear too bright, it is to be regretted because in my acquaintance of women in librarianship I know not one who has the slightest desire to change it for another profession.

Things to Come

WILL LOCAL INCOME-TAX REPLACE RATES?

By a BOROUGH TREASURER

THE present system of rating is one which must give concern not only to those responsible for administering the rating laws, but to the individual ratepayers. There is, I think, no chief financial officer satisfied that the present system of raising the money required for local government services is either equitable or satisfactory. Public opinion seems to be strengthening, and owing to the continued necessity for increasing rates, has gone so far in one county in the north-east of England that a rate-strike by local authorities has been suggested, to force some action by the Government for the revision of the present system. Despite the Government's recent announcement in the House of Commons that it could not recommend the appointment of a Royal Commission to investigate the system, another question is to be asked in the House by a group of M.P.s. This all points to the fact that dissatisfaction is steadily growing.

The present rating system was evolved more than 300 years ago, and, broadly speaking, has not been altered since. Minor alterations and modifications have, of course, been made, but they seem only to have made the system more complicated and lacking in uniformity. When one considers the expansion of local government since the rating system was evolved, when one considers that in 1936-37 no less than 171½ million pounds were collected in rates in England

and Wales, one wonders how the present system has survived so long.

It is not, I think, necessary to prove that the premises occupied by an individual are in any way indicative of his ability to pay, which is generally regarded as the correct method of taxation, but even if that is not the correct method, it cannot be suggested that the type of premises occupied is the correct standard on which to assess the occupier for taxation, even if a combination of ability to pay and payment for services rendered is considered the correct basis. The present system under modern conditions is, to say the least of it, basically unsound and unscientific.

What scientific reason, for example, can be advanced for the way in which expenditure on elementary education is met? Half the expenditure we may assume to be met by national taxation raised mainly by income-tax: the other half is met by assessing the occupiers of various hereditaments on their estimated value to hypothetical tenants. In other words, whilst half the expenditure is met by taxing the actual income earned or received by individuals, the other half is met by assessing the individual according to the type of house which he occupies, both the type of house and district in which it is situated being, perhaps, forced on him by economic circumstances.

And it goes even further than that. One finds that

approximately 50 per cent of the whole of local government expenditure is met by government grants in one form and another. The General Exchequer grant is, of course, the chief way by which the government contributes to local government services, and in passing, it would be interesting to know whether any treasurer in the country was prepared to state that the grant which his authority receives has been proved by him to be the correct grant, according to the formula laid down. Certain figures in the calculation can be and are checked, but one would not be prepared to say much more than that.

I contend that such a system of raising money to meet necessary expenditure cannot be justified. To my mind, the case is so clear that the question of the differing views held on the value of property by individual valuers, the compromises frequently made on values, the admitted lack of uniformity in valuation, all add proof, if proof be needed, to the condemnation of the existing system. One had hoped that the postponement of the Third Valuation List, said to be for the purpose of investigating alleged cases of hardship, was an indication that the present system of rating would be entirely overhauled. The indications at the moment, however, are that this is not to be done, although public opinion must eventually force some action.

Absurdities of the Present System

Just one other example of the present position. Frequently a person receiving relief gets an allowance for rent and rates of the property he occupies. The property will, in all probability be one for which the landlord is responsible for handing over the rates collected to the local authority. This particular occupier, therefore, pays his rent and rates to the landlord who, in turn, hands the rates over to the local authority and receives a compounding allowance for collecting the rate on behalf of the authority. It is surely an absurd position to find a local authority handing money over to an individual, who hands it on to a third party, who in turn hands it back to the local authority less what is, in effect, a commission.

What is the alternative to the present system? Various suggestions have been made, and at the recent conference of rating and valuation officers a paper was read by Lady (Ernest) Simon on a suggestion which has been made several times in the past, but which has always been side-tracked. Lady Simon did not beat about the bush in any way. She put forward a skeleton scheme, which it is hoped will be further investigated, having, as its fundamental principle, local income-tax in some form or another. It is not suggested that such a scheme would be easy to work out, but it does appear that the difficulties which would obviously be encountered are not beyond solution.

I am not concerned initially with who is going to collect the suggested local income-tax, for whether it be the present collector of taxes or rating authorities, it is a matter which can be dealt with once the general principle is recognised. I would, however, go farther than Lady Simon. She suggested a combination of the two systems, but I suggest that the whole of the amounts required for local government services should be raised by some form of income-tax. It should not, I suggest, be beyond the wit of man to discover, if it is not already

known, the gross income of each of the inhabitants of a particular rating area. In most cases this will be already known. This being so, it seems to follow naturally that the rate of local income-tax required to raise a particular sum of money in any area could easily be ascertained.

One knows the arguments raised against such a project—for example, the fact that an individual may live in one rating area while the premises from which his income is derived are in another. I consider that to be one of the strongest arguments for the abolition of the present rating system. It appears absurd to me that an individual's contribution to services which, to say the least of it are semi-national, should depend on the type of house he lives in and the area in which he decides or is compelled to live. One may consider that there are no purely local services at all nowadays, for it can be argued that expenditure on such services as sewage disposal, parks, and the like, have been taken out of the purely local aspect, and the development of Whitleyism and trade union rates of pay is even now taking a large proportion of administrative expenses outside the purely local point of view.

What then of the future? All taxation, either national or local, will, I suggest, be based on ability to pay. Local authorities to-day must forward estimates of the expenditure on various services to various Government departments. Is there any reason why they could not forward estimates of all expenditure? On the capital side, the Government have, within the last few weeks, circularised all local authorities asking for a programme of capital works expected to be carried out during the next five years. The real reason for this is not clear, but there may be more behind it than the mere equalisation of capital expenditure over a period of years. I think the future system will be one of two things: either the cost of local government will be spread over the whole of the country and raised by national tax, or the requirements of areas—perhaps regional areas—will be collected by some form of local income-tax in the areas concerned.

Pressing Need for Less Complex Method

There are arguments in support of both methods. For the former, a strong case can be made out for expenditure on such services as public assistance being spread over the whole country. Under the latter, a particular area would perhaps have more control over the expenditure in its area than would be the case under the former.

The main argument against either system, apart from the detailed objections which would have to be elucidated, is that it would be taking out of the hands of local councils the administration of their own areas. But is not that what already happens to-day in most of the larger services? It is not suggested that the revenue derived from some such form of local income-tax or additional income-tax should be a Government grant. It would be simply an allocation of taxes collected.

That the scheme would require much working out is obvious; that there are certain objections to it is equally obvious, but there can be little doubt that in the near future something must be done to remedy the chaotic system of raising money for present-day social and other services.

A DANGEROUS FORM OF PROPAGANDA

Social Credit behind new Lower Rates Campaign

WITHIN the past few weeks a number of public meetings have been held throughout the country and letters and articles have appeared in various newspapers calling, in more or less hysterical language, for "lower rates but no decrease in social services." Ratepayers have been urged to bombard their councillors with demands for reductions in the rates, resolutions have been passed, and local authorities, in the picturesque phrase of one newspaper, have been "pilloried." In every case that has come to our notice this campaign has been sponsored by a new and ostensibly local body calling itself the "Lower Rates Demand Association."

In view of the obvious danger of this propaganda to officers' salaries—the only expense factor which can be touched if social services are to be maintained—we have gone to the trouble to investigate the campaign. The results are interesting.

The various "Lower Rates Demand Associations" are, apparently, all offshoots of a body calling itself the United Ratepayers' Advisory Association, with offices at 163a, Strand, London, W.C.2. And,

although the propaganda carefully avoids all mention of the fact, the United Ratepayers' Advisory Association is itself an offshoot of the Social Credit Party, whose offices are also at 163a, Strand, London, W.C.2.

The connection is made clear in a supplement to *Social Credit* dated March 25. Outlining the campaign there, Mr. Hewlett Edwards, Directing Adviser to the United Ratepayers' Advisory Association, writes:

"Major Douglas has impressed me with the potent significance of the present position. He said that we now have opportunities for action which have not existed before; that the feelings of indignation and exasperation which exist warrant an advance—a bold and immediate advance."

Then Mr. Edwards outlines the various steps of the campaign. The first, he says:

"Consists in placing before local government authorities information regarding money. The underlying argument is that ratepayers will allow no further rise in rate payments; that the public will allow

no decrease in social services, but rather demand an increase; and that there is only one possible solution, and that is the costless creation of credit . . .

"Social credit as such will not appear in this attack, nor monetary technique, nor mention of 'dividends,' 'just price,' etc. For these reasons it is necessary to form a separate association . . .

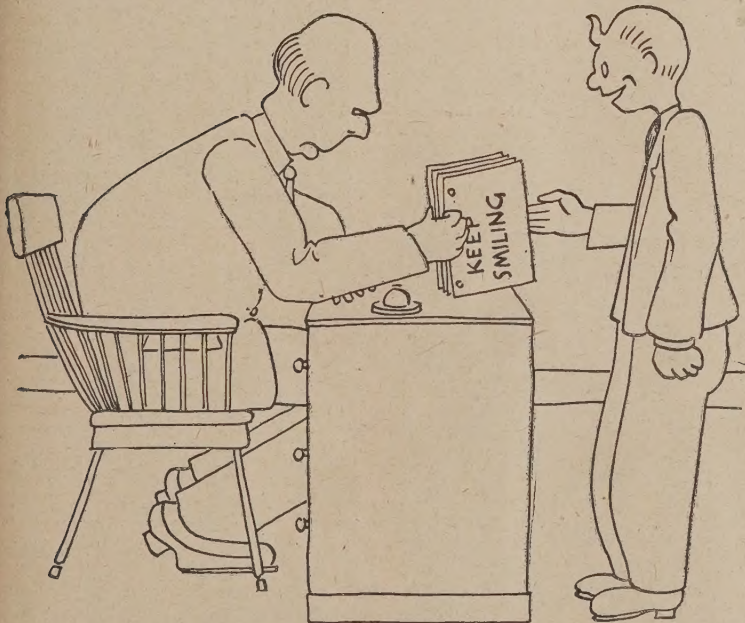
"The feeling which already exists forms the undercurrent of the storm we shall raise up. We must, as we can, encourage and pursue objectives as before—particularly as regards rates, e.g., resistance to a rise, or demanding a reduction . . .

"At this stage the information contained in this Supplement should be kept strictly confidential in the sense that it should be entrusted only to those whom you can trust."

The Supplement contains much more interesting material—copies of letters sent to local authorities, and to ratepayers' associations, detailed suggestions on propaganda tactics, and claims that action inspired by the Association had prevented a threatened increase in rating assessments in Sheffield, had caused the Government to postpone the issue of the third new revaluation lists, had compelled Belfast City Council to drop a £100,000 office scheme and a proposed rate increase, and had prevented a rate increase in Poole.

Now we have no quarrel with the propagandists of Major Douglas's Social Credit theories. They are fully entitled to seek support for their views. But propaganda of this type, stirring up indignation at rate increases, encouraging in a gullible and largely ignorant public the belief that, by shouting loudly enough, it can secure lower rates, and attacking local authorities, while deliberately concealing the source of the campaign, is both dishonest and dangerous. It is far more likely to crystallise into a demand for reduction of officials' salaries than it is to advance the theories of Social Credit, which is never mentioned in the speeches made and letters written on its behalf. While the public cannot understand the idea of obtaining loans for nothing—one is tempted to doubt whether many of the propagandists themselves do so—it can understand and appreciate the prospect of lower rates, and it can readily be swayed to demand action which is calculated to hold up improvement schemes.

Here and there already the real aims of the campaign have been appreciated and, in consequence, ignored. All that is necessary for N.A.L.G.O. to do is to reveal that these "Lower Rates Demand Associations" are, in reality, nothing more than branches of a political party. Once their connection with Social Credit has been made clear they will take their rightful place with other political theorists. But so long as they continue to disguise their allegiance they will constitute a potential danger to local government officers.



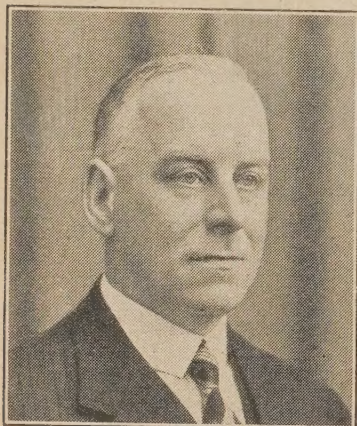
PETER CALLENDER

"Take the grin off your face and get these mottoes hung up—one in each department!"

PERSONALITIES ON THE COUNCIL—

THE COUNCIL'S CHAIRMAN Social Service Enthusiast

Mr. A. A. Garrard, the newly-appointed chairman of the National Executive Council, is the Assistant Secretary for Education to the county borough of East Ham, whose service he entered in 1903. Mr. Garrard has been a member of N.A.L.G.O. since 1905 and of the executive committee of the local branch since 1919, having held office as chairman for two years, honorary secretary for four, headquarters correspondent since 1924, and for nine years as chairman of the staff side and vice-chairman of the local Whitley council. He is now deputy-chairman of the Metropolitan district committee and in his tenth year of service as a member of the National Executive Council. He has represented the Association on the National Council of Social Service since 1924, and on the Poor Law Examinations Board and the Local Government Advisory Council.



During the Great War, he saw active service with the Honourable Artillery Company in Egypt and Palestine.

N.E.C.'s VICE-CHAIRMAN Librarian for nearly half-century

Mr. J. W. Singleton, Librarian at Accrington, is now vice-chairman of the National Executive Council to which he was first elected in 1923.

Entering the library service at Southport in 1889 as junior assistant, he was appointed Librarian at Kendal in 1897 and to his present position four years later.

A fellow of the Library Association, he has served on its council for many years, as chairman of its membership committee, as honorary secretary of its north western branch from 1918-36 and as President from 1936-38. He is lecturer in librarianship at the Manchester College of Technology and has written many articles on his profession, contributing to a number of journals, including LOCAL GOVERNMENT SERVICE under the pseudonym of "Jonas Praps."

He assisted in the formation of the Accrington branch of N.A.L.G.O.,



SENIOR VICE-PRESIDENT An Authority on Highways

Mr. E. J. Stead, county surveyor of Somerset has, as a representative of the County Surveyors' Society of which was president in 1930, travelled widely on road inspection tours and is an authority on highways. He attended the International Road Congress, in America, visiting the southern states and the Canadian provinces of Ontario and Quebec. Last year he visited Germany as a member of the German Roads Delegation which inspected the new "autobahnen" built by the Nazi Government.

He entered the service of Lancashire C.C. in 1898 as an assistant engineer, becoming chief assistant in the bridge department, and later went to South Africa as an engineer engaged in Natal public works, where he remained for five years. Returning to England in 1908 he became assistant county surveyor for Somerset and five years later was appointed county surveyor for North Devon, obtaining his present position in 1914.



becoming its first honorary secretary and a member of the North Western district committee of which he is now chairman.

He was chairman of the old Publications and Recreations committee and is now chairman of the Special Activities committee. Until 1936, he served on the Lancashire and Cheshire Whitley Council.

NEW VICE-PRESIDENT A Scotsman of Long Service

Mr. A. G. M. Archibald, the newly-elected vice-president of the Association, chemist with Glasgow Corporation, became a member of the Association on the foundation of the local branch and has for the past twelve years been chairman of its executive. He has served on the National Executive Council longer than any other member. Since 1935 he has been chairman of the Scottish district committee, conducting its affairs with great tact and discretion.

He is the son of a country school-master and loves country ways and country folk,



with their more pronounced individualities. He is a believer in ordered progress rather than in revolutionary changes and takes

(Continued at foot of next column)

He is an associate member of the Institution of Civil Engineers, a fellow of the Surveyors' Institution, a member of the Institution of Municipal and County Engineers, a past president of the County Surveyors' Society, and has been president of the Association of Somerset Surveyors for the past 16 years.

During the War he served in France and Belgium from 1915 to 1919 with the Royal Engineers, leaving the army with the rank of Lieutenant-Colonel. He was decorated with the Military Cross and became an officer of the Legion of Honour.

(Continued from preceding column)

pride in the honourable traditions of his country, both in matters of Church and State. A strong supporter of the Auld Kirk, he has been one of its ruling elders for many years. When it is said that he is in his element when proposing "The Immortal Memory" at a Burns Supper Scotsmen, at any rate, will understand what manner of man he is.

—AND A WELCOME TO THE NEW MEMBERS

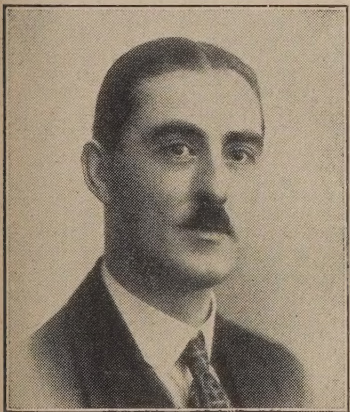
Mr. H. W. Smith, a senior clerk in the public health department of the Kent county council, was one of the originators



of the present Kent county officers' guild, playing a large part in bringing that branch to its position of the largest in the south of England. He joined N.A.L.G.O. in 1911, and has been a member of the branch executive committee continuously since 1920 and its chairman for the past three years, following a considerable term as vice-chairman. He has been chairman also of the general purposes committee and of several special sub-committees, having been included in every staff deputation to the county council, recently as leader by virtue of his office, and previously as secretary.

He has been a member of the South Eastern district committee for the past eleven years, and is a life member of the Benevolent and Orphan fund.

Mr. J. H. Tyrrell, deputy public assistance officer to Lancashire C.C. has for eight years been a member of the branch executive and has represented "transferred officers" and the branch on the



North Western district committee. He is a member of the general purposes committee of the district and of the Preston and Fylde area education committee.

Before the fusion of N.A.L.G.O. with the National Poor Law Officers' Association—in which he played an active part locally—he was for eighteen years honorary treasurer, and at one time president, of the North Lancashire branch of the latter association, later assuming the duties of financial secretary.

He entered the local government service in 1905 as assistant clerk to the Guardians of the Poor of the Blackburn Union, and in 1925 was appointed deputy clerk to that authority. After the Rating and Valuation Act, 1925, was passed, he became also deputy clerk to the Blackburn area assessment committee, and in April, 1930 was transferred to the Lancashire C.C. by the operation of the Local Government Act of the previous year.

Mr. H. Russell, chief clerk of Stockport gas department and secretary to the local branch since 1931, has been a member of the North Western and North Wales district committee since 1920, its general purposes sub-committee since 1932, the Lancashire and Cheshire Whitley council representing the Cheshire boroughs since 1935, and the Benevolent and Orphan fund district sub-committee since 1933, becoming its secretary in November, 1934.

He entered the Service in 1912, having spent several years in the office of an engineering firm, becoming honorary treasurer to Stockport branch in 1920.

He is a fellow of the Institute of Cost and Works Accountants and an associate of the Chartered Institute of Secretaries.

Miss Edna Dawson, Leeds, one of the two members of the National Executive Council directly representing the women members of the Association, was first elected to the executive committee of her branch in 1928, as a representative of the education department. In the same year she became a member of the Yorkshire district committee.

This was followed by her election, two years later, to the West Riding joint council, and to its executive committee in 1934.

From September, 1931 to December, 1937, she was the honorary secretary to the Leeds municipal officers' dining club, and at the first meeting of the executive committee, this year was elected its vice-chairman.

Mr. R. T. Shears, senior officer in the department of the clerk to the Devon county council, whose activities in rural housing are widely known, has been responsible for the working of the Devon scheme under the Housing (Rural Workers) Acts, having published many articles and brochures on the operation of the Acts in Devon and elsewhere. He is secretary to the East Devon regional planning committee, comprising 10 local authorities and covering an area of some 203,000 acres.

Entering the service in 1913, he joined the local branch at its inception in 1919, later holding office as chairman of the executive committee, serving on the South Western district committee for many years—now as chairman of its Benevolent and Orphan fund sub-committee—and assisting on the management committee of the Fund during 1936 and 1937.

He is honorary secretary of the branch motoring section, a representative on the general council of the R.A.C. and has,



on many occasions, participated in branch sporting functions.

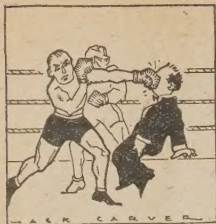
Mr. W. E. Hudson became Clerk for Education to Dagenham district and clerk to the Governors of the Dagenham County High School in April 1936 after seven months in similar capacities at Maldon. He entered the service of the Essex C.C. in 1923 and until June 1924 was employed as a civilian clerk on the Headquarters staff of the Essex County Constabulary. He was then transferred to Essex Education committee as a grade III clerk gaining promotion to the second and first grades.

He is chairman of the Eastern district committee, having first been appointed as a delegate to that committee in 1928, becoming vice-chairman in 1934 and 1935. In 1935 and 1936 he was honorary motoring secretary for the district.

He joined the Essex branch of N.A.L.G.O. in 1924, was elected to the executive two



years later, and held the position of honorary secretary from 1928 to 1933, later becoming vice-chairman and finally chairman.



AT RANDOM

By "HYPERION"

If I had to choose between exercise and a sense of humour as a panacea for long life, I should not hesitate—I should choose laughter.

—Sir Charles Wilson.

A.R.P. Anthology.

Lines to an Anti-Arpiist

Do not cavil, do not carp,
At the latest game of ARP.
Precious moments do not waste,
Go, procure a pot of paste.
Arm yourself against attacks,
Stop up holes and fill up cracks.
Air your gas mask in the sun,
Clear your cellar, clean your gun.
Carry lots of food below.
Don't forget the radio
Bed and blankets, easy chair.
Pictures, if the walls look bare.
Then in comfort you may lie,
While the aeroplanes go by
And postpone your wings and harp,
By the simple game of ARP.

From the Red Dawn.

Mister,

None of the comrades will volunteer for your bourgeois scheme. Take warning the bombs might come before you are ready and from where you don't expect them.

UP THE RED DAWN.

Question Addressed to A.R.P. Lecturer:

"How do I know when I'm down in my gas-proof room in the basement that an incendiary bomb isn't burning merrily away in the attic?"

General Ashmore

If you dash down into the Tube at the mere threat of an air-raid, then, to be logical you should climb a tree every time you see a motor-bus.

(Quoted in Dr. James Kendall's "Breathe Freely," which I recommend to all concerned in A.R.P. work.)

Humphrey John in "The Countryman."

Lastly there is the sad story of A.R.P. This end of the village volunteered with such unanimity that it will be deserted when the trouble begins, and there will be nobody left to organise. *Requiescamus in pace.*

Petty Rhododendron (Or Wild Larceny?)

A policeman saw a girl plucking a rhododendron bloom on private property. He said: "Do you realise that this is larceny?" "No," said the girl, "I thought it was a rhododendron."
(News item.)

Tall Story for Gardeners.

"My hollyhocks did very well last year. In fact they were so tall that I had to use a step-ladder to tie them up."

"You were lucky. Most of mine were ruined by passing aeroplanes."

THE TYPIST REPLIES.

Trials and Tribulations

Our friend called "Jason" seems to me
To have a very buzzy bee
Inside his bonnet—so we've heard;
But has he seen that commoner bird
That every typist, soon or late,
Encounters on a day of fate?
Who rings for you at ten to one
(Without regard for milk and bun)
Then keeps you waiting on the mat,
Just while he has a little chat
About his roses, last year's show,
His holidays and where he'll go,
His children and the next door cat,
The neighbours, and his wife's new hat;
Then finally he makes a start,
Although he's feeling quite apart,
And with a sickly "May I smoke?"
Does his best to make you choke,
And as you fight to get your breath,
You wish him something worse than death.



He gives you half an inch to spare
Upon a littered desk, and there
You sit with knees to chin,
And grit your teeth and force a grin,
Until with agonising cramp
You feel that you must rave (or ramp),
He loses papers by the score,
Then finds them in another drawer;
He gives you figures, names, and streets,
As though his teeth were stuck with sweets,
And with the English of the King
Plays ducks and drakes, like anything;
Then leaves his typist to make good
And turn out work that's understood.
He sends out drafts that can't be read
(Except by standing on your head);
Demands his typing on the tick
Of three—you must be very slick
To get it done in twice the time;
He looks upon it as a crime

If you suggest it can't be done;
(It isn't even said in fun)—
And when he gets a typing batch
He growls about "not up to scratch."

Though, on the whole, our men are kind,
This dreadful type's not hard to find.
So, Jason, dear, I beg of you,
Please think of other points of view.

P.C.H.

Another Argument for Bobbed Hair.

I found this quotation in a novel called "Blotted Out," in an old number of the *Illustrated London News*:

"A foolish, irresistible, spoony impulse seized me to go out to the wilderness and gather a bunch of wild flowers, in memory of that first day of Theo's coming, when I went to sleep with my head on Claire's lap. I obey the impulse; I gather them from the very spot on which he lounged; I tie them up with some of my own glittering hair, which I tear from my head at the cost of much pain to myself; and when I have done this I look up at the sound of a light, cheerful whistle, and he is standing before me."

Good old Victorians! You could not parody them, if you tried!

Quick Work

Foreman (to jerry-builder, re collapsed new house): "I never saw anything like it. It came down nearly as fast as it went up!"

Borough Council Frolics

I hope other Borough Councils will follow the example of St. Pancras. So polite were the proceedings the other day that a lady, who had been complimented by the chairman on her appearance, rose and protested. "I do not," she said, "want to be regarded as a young woman, attractive or otherwise, but as a political entity."

What an abysmally dull ambition! I prefer the attitude of Miss Irma Miffington of the Wobbleworth Borough Council. When the chairman interrupted the reading of the minutes by crying hoarsely: "Irma Your beauty cuts like a knife," she replied calmly: "That's awfully sweet of you, Harry." What followed can be transcribed from the official account.

Mrs. Fitch: Is this a Borough Council or a night club?

The Mayor: Can't you guess, you delightful little widow? No night club would stand for all this jabbering. Can you dine to-night? Just the two of us?

Miss Twiller: I protest.

The Chairman: You would! It's sheer jealousy.

Mr. Tolfogget (huskily): The memory of certain kisses exchanged in the Parish Hall is my most treasured possession, Miss Carter.

The Secretary: . . . And so we conclude that an extra penny on the water-rate. . .

Irma: I adore men!

Mr. Ganglock: May I call you Tiny, Mrs. Upchurch?

"Beachcomber" in *The Daily Express*.

ENGAGING FRANKNESS

Some Recent Instances of Extraordinary and Exemplary Candour as Reported in the Daily Press.

Locale	Circumstance	Candour
Dunn, North Carolina	The manager of a theatre was forced to put on a double bill of pictures he didn't like.	He ran this announcement on his marquee: "Two lousy features."
Minneapolis	Fifteen carrier pigeons were stolen from Leonard Schultz.	Three returned with a note from the thief stating that it was useless to call the police, as the others had been eaten.
London	Thousands wrote to the Royal Mint for an explanation of the twelvesidedness of the new threepenny piece.	Lord Dudley, its inventor, announced that this was to prevent the coin from being used in the shilling-in-the-slot gas meters.
Lumpkin, Georgia	A thirteen-year-old boy burned down his school-house.	He told the sheriff he did it so he could be transferred to another school.
Mexico City	The Mexican Light & Power Co. announced that it would accept no new customers.	It explained that the public stole so much current that it didn't pay to increase its facilities.

W. E. Farbstain in "The New Yorker."

Political Note.

Asked if he was going to vote for labour, the labourer replied: "No, I works ower 'ard as 'tis."

Consoling Thoughts.

No marriage has ever been perfect—even Adam and Eve raised Cain.

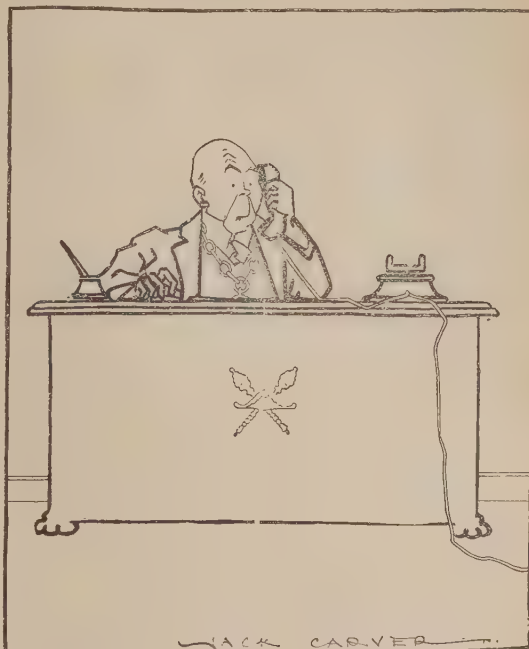
F. Murray Milne.

Howler.

The plural of whim is women.

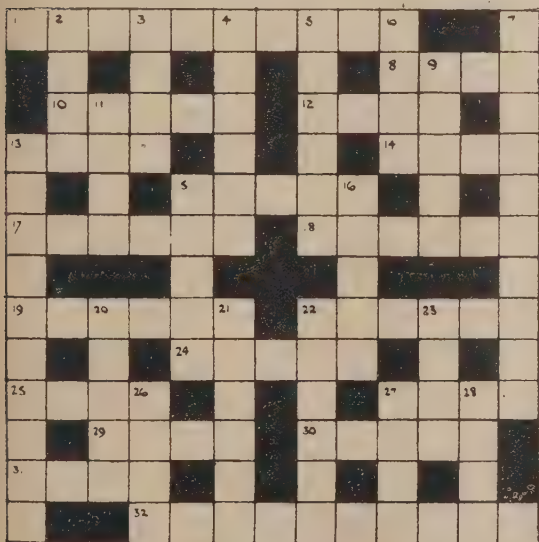
Happiness Defined.

"You want to know my ideal of earthly bliss? I'll tell you—a book of verses, a jug of wine, a loaf of bread, and no Thou!"
James Agate, quoting one of his friends.



The Reception Committee think, Mr. Mayor, that you should be at the new zoo when it is opened!

"L.G.S." CROSSWORD No. 6



ACROSS

- No, the Council doesn't get this from the local Zoo! (6, 4).
- A shipping order? (4).
- Fifty to an over! No wonder they say he's blind (5).
- You might think this ought to be 11 across rather than 12 across (4).
- Those who pay it sometimes do it! (4).
- An Urban District going off cheap? (4).
- This is after 13 across that keeps the town going—you ask him! (5).
- N.A.L.G.O.'s motto (6).
- Not a slice at golfing, but more precipitate (6).
- Put 50 on the calculator and you may go up one! (6).
- I have precisely a halfpenny about me in the Surveyor's stores, it appears (6).
- What the negro typist called the spacer on her machine? (5).
- A literary corporal (4).
- Queer that the old boy should be a young salmon (4).
- The office-boy is no this, and he should have no this, either (4).
- A hardy annual? Rather! (5).
- Perhaps this is the sign of the inspired Surveyor addressing his gangers (4).
- A necessary evil of local government service? (6, 4).

DOWN

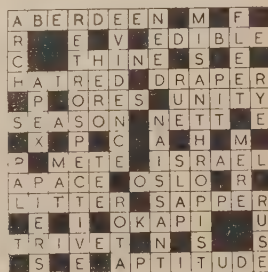
- It is nothing, after all, if you upst this pot (4).
- A change for the better, perhaps, as far as the local government officer is concerned (4).
- A boy—and not an island (6).
- Holiday teaser rather a long way ahead of us now (6).
- If these youngsters joined the

Salvation Army they might be very appetising! (4).

- Its operator is often dictated to, we fear (10).
- Ah, the barren open country! (5).
- He appears to be an abstainer in extreme circles (4).
- Fixed determination or the result thereof, maybe (10).
- Made up—by the Highway Department, however, and no reference to the typist! (5).
- This is not so first part of 1 (5).
- This might be sliced or it may lead to the mayor's house (5).
- Recover from uncle, perhaps (6).
- It enables the typist to make a good impression (6).
- Dash out of a lane (4).
- The doctor is round in—well, it is no matter (4).
- Dad is at home, it seems, although it's hurtful (4).
- A ring in rubbish (4).

A.C.

JUNE RESULT



READERS' FORUM



ARE TESTIMONIALS NEEDED?

A Time-Saving Suggestion

It is the practice in local government circles to demand "applications with copies of (sometimes originals of) three recent testimonials" from officers seeking fresh posts.

The application setting out the age, experience and qualifications of the candidate for the post should be, and probably is, mainly responsible for selection to a short list. Surely there is not much variation in the substance of the testimonials submitted by any of the applicants. This being so, the time expended by chief officials in giving suitable testimonials is wasted.

I suggest that every applicant should be required to submit the names of three references who could be called upon to give testimonials only if the applicants were short-listed.

There is, I think, a tendency for testimonials to become stereotyped. It is probable that if the reference system were adopted an official would take greater interest in, and give a more genuine opinion of, a member of his staff when asked for a testimonial. The fact that an official would allow his name to be put forward as a reference would surely show his willingness to impart the necessary personal information when called upon.

Is it possible for N.A.L.G.O.'s officers to bring this matter to the notice of local authorities with a view to its adoption in all future advertisements for vacancies on their staffs? I should be obliged if you would state N.A.L.G.O.'s present policy on this matter.

J. P. LEWIS.

Public Health Dept., Manchester.

[There are two sides to this question, which has been raised on one or two occasions recently. If an officer merely gives the name of a referee, he may have no knowledge of the terms of the testimonial the referee would give him. The matter, however, is worthy of consideration.]

N.A.L.G.O. CONFERENCE, 1938

Propaganda by Radio

The delegates who attended the Blackpool Conference were fortunate in hearing splendid speeches from two eminent members of the House of Commons. The speech of Sir William Jenkins was a very valuable contribution to the cause of the Association, and I felt that it would have been of even more value had it been broadcast to the whole country through the medium of the British Broadcasting Corporation. At a time when the Association is doing much to further its policy of "public relations" the advantages of wireless broadcast might well be considered by the Council as an effective means of propaganda.

The agenda for the Blackpool Conference was not lacking in interest and it was therefore somewhat surprising that the

impatient stamping of feet again characterised the two afternoon sessions. Even when the speaker was by no means tedious some delegates indulged in this practice to deprive him of a hearing. Such conduct can only be described as undignified to a great Association of intelligent public officials. I sincerely hope that delegates will cease to indulge in this behaviour, and when they wish to determine a debate will use the constitutional methods provided by standing orders.

F. A. BRISTOW. Hastings.

[The possibilities of Conference—and other—broadcasts are being considered. But first we must make certain of having something worth broadcasting. See this month's leading article.]

RATES IN SOUTH AFRICA

Different Basis for Valuation

As an ex-Nalgoite I was very interested to see in Notes and Comments of the April number of this journal—which is sent to me by a former colleague at Fulham—a reference to the seemingly low rates in force in Cape Town, accompanied by a warning to those harassed civic officials who might seek a sanctuary in South Africa, given apparently because of the "grumbles" recorded.

Whilst it is far from my desire to say anything which would act as a deterrent to prospective local government officer immigrants, might I add a few words of

THIS MONTH'S PRIZE

Half-a-guinea is awarded to Mr. J. P. Lewis, of Manchester, for his letter on testimonials.

additional warning as to the paradise which it might be imagined holds sway in South Africa as far as rates are concerned, by pointing out that, although rates in the £ are only 5d., the valuations upon which they are levied are formed on a different basis from that in England.

Both the sites of buildings and the buildings themselves are valued for rating purposes in Cape Town, the former at what is estimated to be the value of the land, and the latter at a figure which approximates to its selling value in the case of old buildings and to the building costs in the case of new buildings. The rate is levied on both these values. This does not apply in all parts of the Union, however, as the old cry is raised that development is hindered as improvements on buildings are discouraged by the increase in rates. In some towns this is met by fixing one rate in the £ for site values and a lower rate in the £ for building or improvement values, and in other places by rating on site value only. In these cases, of course, the sites are valued on a higher basis in order to produce the revenue necessary.

However, it is impossible to give more than a brief idea in a letter of this length, and having been here for a few months only

I am hardly qualified to do more than that I will just give an illustration of how the rate of 5d. in the £ would compare with a rate of 10s. in the £ in England.

Presume a house is built to the value of £1,000 on land valued at £200.

In England: The gross value would be say £60 with a rateable value of £50.

Rates payable at 10s. in the £ £25

In South Africa (in some towns): Site value £200 at 5d. in the £ £4 3s. 4d.

Building or improvement value £1,000 at 5d. in the £ £20 16s. 8d.

£25 0s. 0d.

It will be seen, therefore, that the low rate of 5d. in the £—from an English point of view—is quite high enough from a South African point of view. Hence the "moans" mentioned in your article, the heading of which, "It's the same the whole world over" will now seem, I hope, all the more appropriate.

C. E. A. BENTALL.

City Hall, Port Elizabeth, South Africa.

SALARIES OF JUNIORS

Engineering Assistant's Grouse

The position I now hold is junior engineering assistant to an urban district council, to obtain which I served 3½ years' pupilage at no salary whatever and have since had experience of other local government offices and specialised in more or less professional work, at a salary on which existence was just possible.

I am expected to "keep up appearances" outside and "mix" with my colleagues on a salary of £125 minus—exactly 4-9ths of the amount paid to the next senior assistant who has been 3 months longer than myself in the council's service.

What chance has the junior of saving enough to study and sit for examinations? Can he uphold the ideals of the service? What is to happen when the junior wishes to marry and perhaps provide the country with the babies it is asking for?

"JUNIOR SUSSEX."

OUT-OF-POCKET EXPENSES

What is "Reasonable"?

Might I, through the medium of LOCAL GOVERNMENT SERVICE, point out to local government officers who contemplate applying for a position under the Wiltshire C. C. or are asked to attend for interview, that "reasonable out-of-pocket expenses" paid amount to 5s. per day.

I have not been on many "short lists," but this is the first time I have found, after having made a reasonable claim, that 5s. per day is considered reasonable, with 8s. 6d. for bed and breakfast.

In my opinion 5s. is not reasonable, because, as everyone knows, lunch costs, at least 3s. 6d. on the train, leaving 1s. 6d. for any other meal after. My journey from Birkenhead to Trowbridge took 7 hours, with 5s. to feed me for the day. This was not enough for me. What do others think?

J. CLIFFORD MARTIN. Birkenhead.

A.R.P. OBJECTORS

Making War More Likely?

No one doubts the sincerity of those who refuse to join the Territorial Force or volunteer for A.R.P. work, believing that they are doing something to prevent war, but further consideration would show that the reverse is the case; that the more of this kind of action the better the enemy would be pleased, and the sooner hostilities would commence.

In being members of the local government service we are very fortunate for many reasons which are denied to others in less sheltered occupations, and I am of the opinion that in return for these privileges, membership of the Territorial Force should be a condition of appointment for all fit and able applicants who have not already served or are serving in either of the Services.

Furthermore, I would suggest that if all members of the local government, civil, post office, teaching and other Services in receipt of salaries from public funds, were to volunteer for such work, there would be no need for the frequent public exeters now being made.

"ISCA."

Exeter.

A Lesson from the Great War

Both friends and enemies of Lord Kitchener were agreed that he was without imagination; and it is significant that when steel helmets were proposed for us soldiers during the Great War he opposed their issue because they were demonstrably inefficacious against anything but the less harmful stray shell splinters which happened to present their flat sides on impact. His rational objection was over-ruled by students of psychology who argued that we should *feel* safer.

The charm worked, for despite constant evidence of the tin-hat's vulnerability, we automatically continued to place our trust in it; and as the war-time psychologist is again in full sway we have the gas-mask ballyhoo concentrating its delusive charm on a hopelessly inadequate measure against a weapon which is the least likely to be used, and even so, not alone or in one form.

The most recent experience available is that of Spain where one side, anyway, has been at liberty to choose its weapons, yet did not concentrate on gas. High explosive and incendiary projectiles have been used mainly.

In this connection, does it not strike your A.R.P. enthusiast correspondents as highly significant—that in England it is impossible to obtain a quotation for insurance against war risks of damage to property and that schemes for protection of civilians from bombardment are pooh-poohed on the ground of the colossal expenditure entailed?

But if one can forgive such people for being unable to resist the "tin-hat" lure to connive at the aggressive side of warfare because of the specious assurance that their sole defence—an eight-for-a-guinea gas mask in a room whose seals will leak from the effects of a H.E. bomb dropping 200 yards away—is impregnable and practically all-sufficing, one cannot but lament the ludicrously rash assumption that the nocturnal, high-flying, pilot, who at 300 m.p.h. must release his bomb several

miles before he reaches his objective on a countryside whose first defence is one of complete black-out, will use his expensive weapons with *discrimination*!

Finally, as I would anticipate the combined use of terrific H.E. and gas, may I point out that my war experience was that men wounded during a gas attack invariably tore off their gas-masks in panic, so that even if the cheap mask is the miraculous contraption claimed, is it expected that the wearers are likely to make better use of them than did highly disciplined troops in similar circumstances?

S. WALSH.

Bolton.

Too Much Thought of War

The horrors of modern warfare are the direct result of our megalopolitan civilisation. "Student" has suggested that local authorities would do better if they spent more on libraries and proportionately less on A.R.P. than they do at present.

I agree with him—up to a point. Education of the masses will actually contribute



Now will you join the A.R.P.?

little to the prevention of war. Can we say that the masses have any part in causing a war? Is it not the capitalist class which decrees war, or peace, whichever the more lucrative? If there were no big cities, air raid precautions would be superfluous. It is too late now; we cannot undo what has been going on since the sixteenth century. We must make the best of it.

Furthermore, is it not a peculiar state of affairs that during peace-time we should spend most of our working time and much of our leisure in preparing, directly or indirectly, for war? A.R.P. is all around us—books in the libraries, shelters in public buildings, exhibitions, meetings, demonstrations, drills and lectures. This is war—in potency if not in act. If the people occupied themselves normally and the capitalists practised the elements of morality and justice, war would be forgotten and the possibility of it eliminated.

"SCHOLASTICUS."

Wandsworth.

THE WOMAN WORKER

An Opportunity in Housing

I agree with Lady Simon when she advocates the creation of more posts in which women could excel. Housing, particularly in the matters which affect the wife as a citizen, is an instance where the necessity must arise for efficient supervision of cleanliness and care of property. I cannot agree that a man is more fitted to fill this position than a woman, for, in the majority of cases, it is the woman of the house who does the managing and who plans out an existence for the family. This is where a woman, possessing tact, personality and a keen sympathetic interest in women's problems, would undoubtedly excel. Such a position would be best-filled by a woman of mature years, and would give those to whom the joys and responsibilities of marriage had been denied an opportunity for service combined with a means of earning a living.

Private enterprise has already seen the value of women as "housing managers," and I feel that local authorities are missing their way by not realising the value of women's work in directions other than that of providing themselves with cheap labour.

Equal status of men and women should, I think, be brought about by evolution rather than by sudden change. We must not lose sight of the fact that, to a boy, entrance into local government is the beginning of a long career of at least 40 years' service; no one can say that a girl of 16 intends to embark on a career of similar length.

There are sound arguments both "for" and "against" equality of payment. While each has the right to a salary commensurate with his or her position, to leave out all regard for the domestic responsibilities of a man is to strike at the foundations of our national home life.

Women are still in the minority in respect of representation on local executives, district meetings, and on the National Executive Council, and the truth must be faced, our male colleagues are not doing all they could to help women to obtain reasonable recognition of their services and abilities.

Women are anxious to take their rightful place in the Service, as equals where ability warrants it, and as complements in the lesser grades.

A married woman's primary duty should be to her home, and the removal of the marriage bar would prevent the progress of unmarried women to the higher posts which women, whether married or not, could fill.

"NONA."

Sheffield.

Workers Displaced by Inventions

"May Cheal" claims that "scientists have invented things that create work for women and men." She also states that women have not made the parts for typewriters and adding machines. The latter claim is about 80 per cent wrong. I know of a large factory manufacturing typewriters, that employs hundreds of women, and I reckon that the machines will be mainly used by women when sold.

Everything existing to-day that scientists have invented has caused more unemployment among men and women. Office machinery, in some instances, has halved

the clerical staffs of some firms. Look at the manual labour side for a moment; after all, it concerns us in this respect. Where a dozen roadmen used to mix cement, a machine now does it with the aid of one or two men. A public park is mowed by a motor-mower whereas it probably took six men to do the job before. Chromium-plated fittings on doors and stairs have caused less work for cleaners, so staffs have been reduced. Less manual labour leads to less work for clerks, officials, and others.

The correspondent also states that young labour causes unemployment. I agree, but, so far as municipal life is concerned this does not happen, especially where a salary scale operates. Youth comes in when age goes out to earn a much deserved retirement.

I hate the idea of our having women town clerks; borough engineers, and accountants. In time it would lead to women park-keepers, and even road-menders. I suppose poor man would then have to stay at home, cook meals, and carry out general housework, with frequent visits to the cinema, while his wife is out earning the cash. Yes, I think it is better to keep things as they are, and leave our local government service in the hands of men, who have made quite a good job of it, so far. Members of N.A.L.G.O. must watch the situation carefully though, or they may be caught napping by the invasion of women. There will be fewer spinsters in the land when every man is given a fair and decent chance in life. Large numbers of men who served us during the Great War lost their former positions as some women had got so used to the unusual conditions prevailing then, and so became anxious to carry on. Some may be married now, but they gave the employers the idea of carrying on with female assistance.

L. J. B.

Surrey.

ELECTING THE N.E.C.

A Secret Ballot Desirable

I wish to make an emphatic protest against the method of voting used in the N.E.C. elections. It is, presumably, supposed to be a secret ballot, and yet we are required to sign the envelope containing the returned ballot paper.

My objection is not purely academic. One has complete confidence in Headquarters' personnel at present, but the changes which are advocated from time to time in the constitution and aims of the Association are many and various, and it is not impossible that one day we shall have somebody in a position of authority who will think it worth his while to find out where the votes come from. That will be the wrong time to advocate secrecy.

Even now, it is not unknown for a member to be asked why he has not voted and supported the local candidate.

If it is necessary to check the issue of papers surely it would be enough to make members collect them personally and sign for them. A check on returns is not possible where complete secrecy is desired, and where voters are in such close personal contact with candidates it is very desirable.

East Ham.

L. G. MACY.

[Conference decided to "place voting for election to the council on a secret basis."]

SALARIES AND PROSPECTS

Loans for Educational Purposes

I have read the letter in your June number by Mr. E. G. A. Hillesley, who says that in my letter of March I had either overlooked or ignored the question of the cost of studying for a professional qualification.

If Mr. Hillesley knew his N.A.L.G.O. he would realise that it is possible not only to study through the Nalco Correspondence Institute—one of the best and cheapest institutes in this country—but to borrow money from N.A.L.G.O. for such purposes, formerly at 4 per cent interest, but since conference at the low rate of 2½ per cent.

Mr. Hillesley maintains that whatever the success of Whitley councils, the junior officer's salary will always be comparatively small. Whilst this may be true, the fact remains that the general introduction of Whitleyism will ensure the maintenance of reasonable standards of remuneration and will guarantee automatic advancement up to the age of 26 or 27. N.A.L.G.O. is already doing all that any junior can reasonably expect.

Bolton. JOHN B. HALLIWELL.

PROFESSIONAL CONFERENCES

Why not Officers as Delegates?

The following is an extract from the report of a recent council meeting:

"When the Council were asked to appoint two delegates to the Royal Sanitary Institute Congress at Portsmouth from July 11th to 16th, Coun. J. K. Smithson moved that one of the delegates be a sanitary inspector.

By 15 votes to 3, however, the Council decided to send two Councillors and appointed . . .

This habit of sending councillors—and omitting their officials—to what are professional conferences is becoming increasingly popular with a certain type of council. I do not think that there is any doubt that when the Minister sanctions the payment of expenses of delegates to such conferences he intends an official to be one of them. In most instances the lectures given at these conferences convey nothing to the lay mind but are most valuable to the trained official who is able to bring his knowledge of his work up to date. This type of council, however, frankly look upon such conferences as opportunities for free holidays and are determined to take advantage of them, to the detriment of the ratepayers whom they represent, and of the standard of official administration.

It is high time for the law to be amended to make compulsory the inclusion of the appropriate official where delegates are sent to such conferences.

A. J. PALLISTER.

A.M.I.M. & C.Y.E.

Norfolk.

N.A.L.G.O. AND THE T.U.C.

Similar Aims Warrant Alliance.

I wish to identify myself with the remarks of "Democrat" upon the subject of affiliation of N.A.L.G.O. to the T.U.C., which appeared in the May number.

There can be few people who, in their own minds, will not admit that N.A.L.G.O., in so far as it exists for the purpose of increasing the status and bettering the

working conditions of its members, essentially a trade union—in fact, if not name. That many of us allow snobbery and prejudice to blind us to this obvious fact is a sad, but none the less true, commentary upon our liberality and discernment.

N.A.L.G.O., equally with the N.U.R. the A.E.U., and any other industrial union has as its primary object the general raising of all the standards of its members, and presumably, therefore, the defence of freedom of speech and right of association against those who would deprive us of them. This, in itself, is surely sufficient argument for alliance with other trade unions by affiliation to the T.U.C.

Watford.

R. W. SAUNDERS.

Secret Ballot on Affiliation.

It was with interest I read the letter of "Democrat" in the May number regarding affiliation with the T.U.C. We all have a right to our opinion and would it not be in the best interests of our Association to take a secret ballot of all members on the question? I stress secret, because we junior members are rather of the opinion that the method adopted for the election of the executive council, whereby we have to sign our name on the envelopes, is not altogether fair.

We must not blind ourselves to the fact that another association, professing to be a union for local government officers, is affiliated to the T.U.C. and slowly gaining ground, especially in the north. Surely N.A.L.G.O. is strong enough to do what kindred associations, such as the N.U.T. and the Scottish Bank Clerks have done viz., affiliate with the T.U.C., and I think no one can say that they have suffered in either service or salary conditions or loss of membership.

Both our country and our service is a democratic one, so let us face the issue by having a secret ballot. The majority, providing it is properly ascertained, should decide.

Stanley.

"ANNO DOMINI"

QUALIFYING FOR PENSION

An Inquiry Answered

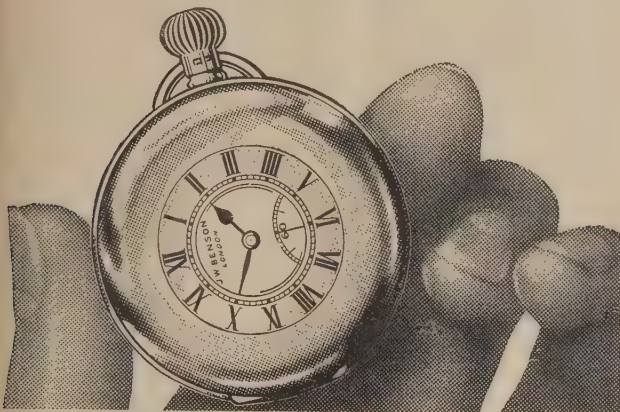
If a voluntary contributor for health and pensions benefits under the Health Insurance Acts retires voluntarily or on the grounds of health at age 60 under the Local Government Superannuation Acts, how can he or she continue the right to state pension at age 65? Is it permissible to stamp the insurance card after retirement if the person is not in employment?

VOLUNTEER.

[A voluntary contributor who elected under the combined scheme of Health and Pensions Insurance on retiring at the age of 60 years, whether on the grounds of ill-health or not, may continue his insurance by stamping his card in the usual way until he attains the age of 65 years, and so qualify for the Old Age Pension on attaining that age.]

If retirement is due to ill-health and is such that he is entirely unable to perform any kind of work, then he will be eligible to receive benefit under the National Health Insurance Act. During the time that he receives such benefit it will not be necessary to pay contributions, as a contribution is excused for each week of duly notified incapacity.]

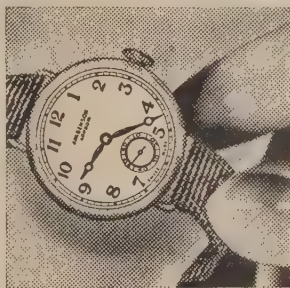
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June Competition Result

Mr. CRABAPPLE'S CONVERSION

READERS will be happy to learn that Mr. Amos Crabapple called personally at the Council Offices on June 21 and not only paid his rates in full but took out a library ticket, arranged for the connection of his drains with the municipal sewer, applied for supplies of gas and electricity, resigned from his club and the treasurership of the Ratepayers' Association, and, after an afternoon on the municipal golf-course, invited all the 47 Borough Treasurers who had replied to his letter out to dinner. He there informed them of his intention to stand for election to the Council at the earliest opportunity.

Such was the result of the response to his request for an explanation of the grounds upon which he had been required to pay rates. Not, however, that he was equally convinced, or even gratified, by all the replies. Indeed, it was noted at the dinner party that his butler handed second-rate port and inferior cigars to "JONAS HARDHEART" and "B. CRABTREE," whose letters Mr. Crabapple considered the unkindest cuts of all:

"If the services in your part of the district may appear rather scanty at the moment," wrote the former, "I can assure you that things will be vastly different in the future. The contractors are almost ready to commence the erection of the borough's new refuse disposal plant in the fields just behind your house. Then, plans are being prepared at the moment for the construction of a new sewage disposal works on the land facing your house on the other side of the road you have so kindly made up. Furthermore, I believe the Council at its very next meeting will carry the proposal to erect a municipal abattoir on the vacant plot adjoining your garage."

"Now, with all these modern improvements right on your doorstep, you surely cannot object to paying your rates again, even if they are substantially increased next year. Please cross your remittance."

Mr. Crabtree, still more menacing, wrote:

"I so appreciated your letter that I submitted it to the Finance Committee of the Borough Council, and received the following instructions in regard thereto:

1. To bring to the notice of the Medical Officer the fact that a cess-pool has been installed on your property;
2. To draw the Smoke Inspector's attention to the burning of garden refuse by your gardener; and
3. To inquire and report the reason for the small amount of your assessment.

You will no doubt be pleased to note that your cheque for the £20 now due will be accepted as part-payment in the event of your assessment being increased retrospectively."

On the other hand, a glass of Benedictine went to "A. C. COUNTANT" for the fragrance of his minute, despite the sting in its tail:

"Although you think my Note unjust, I think you must agree, the fact you pay more than your wick cannot be blamed on me. It all began in Norman times, when Bill the Conqueror came, and said to his surveying chief ('Theo Dolite by name'); 'Take out your dumpy level, look round the lands and list 'em,' and got his chief committee clerk to draft the feudal system. There were no rate collectors then, the rates were paid by labour, or backing up your baron in a game of beat your neighbour. This got quite complicated, and the Ministers got busy and passed a well-known Statute in the reign of Good Queen Lizzy. And so to nineteenth century when Parliament got thorough, and cleaned up every filthy town and every rotten borough. And Acts that followed you will see, mean that your contribution, is being wrung from you by dint of gradual evolution. But if you think my note unjust, you

needn't pay; just flout it. We'll just remove your furniture and say no more about it. And if the furniture's H.P. we'll have the greatest pleasure in finding free apartments where you'll have a fortnight's leisure."

Cocktails for good points went to BERNARD HAZEL, for the reminder that, while Mr. Crabapple himself had no children, most of the brains which had provided devices for his greater comfort and entertainment had been educated in Council technical colleges; to H. CLARK, for the suggestion that rates were a subscription to the Incorporated Society of Burgesses, entitling members to benefits but not compelling them to share in them; to A. BEARDSSELL for the reminder that rates are in part an insurance against sickness, fire, and robbery; and to ARTHUR H. LEACH, for pointing out that amenities,

JULY COMPETITION

In his recent book, *The Local Government Officer*, Mr. L. Hill writes:

"Do not, for goodness' sake, demand the rates. The butcher does not demand his money, and he is just as entitled to it."

We offer a first prize of £1 ls. and a second prize of 10s. 6d. for the best drafts of a new and politer form of rate demand note, designed to induce the ratepayer to sign his cheque with a smile, feeling that in so doing he is performing a public service.

Entries, not exceeding 200 words, must reach the Editor, *Local Government Service*, not later than Tuesday, July 19.

even if not personally enjoyed, enhanced the value of Mr. Crabapple's property.

What had most convinced him, however, of the error of his ways, the host confessed, were the courteous letters of T. E. TASKER, who sat on his right hand and enjoyed a £1 ls. bottle of champagne, and of EUSTACE PARTRIDGE, who sat on his left imbibing a 10s. 6d. sparkling Moselle. Mr. Tasker wrote:

"... I might, Sir, point out to you, that although you may not use the services directly, you must benefit from them indirectly. For instance, diseases which would soon be rampant about the district upon the abandonment of the health services, would not hesitate in striking you down because you were not a ratepayer; neither would you find it pleasant to have a mob of half-starved beings, unable to find public assistance, come clamouring at your door for relief; nor would you enjoy nightly attempts at the removal of your best silver, or being asked to stand and deliver at your garden gate; and above all, I am sure that the services of our fire-brigade would adequately repay your municipal contributions in the unfortunate event of a major incendiary mishap in your residence. "Therefore, you will now realise that you contribute not only for the privilege of using the minor facilities for which you may or may not have use, but towards the happy state of mental, physical and hygienic harmony, which we are proud to call our city."

(Continued at foot of next column)

A WOMAN'S CALLING N.A.L.G.O. Charter for Nurses Discussed

THAT one of the main difficulties experienced in the improvement of nurses' status was that they took no interest in their own affairs but were quite content to leave matters to other people, was the opinion expressed by Mrs. Roberts, matron of Walton Hospital, Liverpool, at a meeting on May 16 in Westminster of nurses and women officers employed in the public health services, held to discuss the Association's recently published charter, "A Woman's Calling."

Mrs. Woodman, superintendent health visitor for East Ham, said that if the recommendations of the charter were implemented, a municipal hospital nurse would be able to enter the nursing service at a much earlier age than formerly, and would be able to gain experience and insight into the various sections of the public health department to help her decide whether she felt fitted for a nursing career.

The recent influx into the service of municipal midwives, under the new Midwives Act, gave councils an opportunity to provide model conditions for those officers. Defects in the municipal service could be remedied only by nurses joining in and making their voices heard.

TEACHING OF CIVICS New System Brings Workers into the Classroom

A NEW and significant development in education—the bringing of actual workers, such as dustmen, sewer-men, postmen, milkmen, into the classroom to be questioned by the children—was discussed at a conference of teachers, educationists, and others at Goldsmiths' College on June 21, when Mr. G. J. Cons and Miss C. Fletcher, originators of the system, were the chief speakers.

They described the remarkable way in which this method had aroused the interest of the children in the civic life going on around them, and urged its wider adoption and extension as one of the best bases for the teaching of history, geography, and citizenship.

(Continued from preceding column)

And Mr. Partridge stated:

"... your business would not be so flourishing if your employees were not educated and their health guarded out of the rates you pay; your health might suffer if your neighbours' sewage and refuse were not removed."

"You probably take very effective precautions against burglary and fire, but if your property were stolen, what steps would you take to recover it? And do you want everyone to carry firearms as a protection from footpads? Do you really think there is no chance of your ever wanting the fire brigade, even supposing you have fire-quenching apparatus and escape ladders?"

"Your contribution towards the cost of raising this town from the level of the Dark Ages would be appreciated by return."

The best cigars were reserved for H. W. LEE, "A. SPENDWELL," W. L. THOMPSON, DUDLEY CHILDS, "I STINGEM," and G. A. WAINWRIGHT.

ANNUAL CONFERENCE, 1938



Photo: M. & R. Saidman, Blackpool.

PRESIDENT'S ADDRESS

In his address, delivered in the Winter Gardens, Blackpool, on Saturday, June 4, the President, Mr. W. W. Armitage, said :

THERE was a time when the President's address was the principal report to Conference, but with the march of time and the ever increasing responsibilities of the Association, the annual report of the National Executive Council—compressed as it is—has become the all-important document of the year. My task, then, must be limited to a brief reference to one or two outstanding achievements and a few personal observations.

The achievements of N.A.L.G.O. have been so consistent that every one of my predecessors has been able to point to an event of some importance to local government officers, but few have had my good fortune.

We are inclined to take our successes for granted.

We put on record every year, without the least sign of emotion, hundreds of achievements, any one of which would be regarded as a triumph by other organizations.

However calmly you may take it, I shall always remember with unbounded pride that I was President during the year when N.A.L.G.O. secured for all local government officers the right to the benefits of superannuation. That was the consummation of 32 years' continuous effort, and it is, in my opinion, an occasion for rejoicing.

The 1937 Superannuation Act is not the Association's last word, but it is a great blessing, and we are justly entitled to be proud.

It has also been my good fortune to be your President during the year when the membership of the Association

has passed the 100,000 mark. This tremendously important event has been passed almost unheralded.

Any organization with over 100,000 members must be classed amongst the "big fellows," and an organization of over 100,000 local government officers is the biggest achievement of its kind in the world, and it is something to be proud of.

In addition to these outstanding achievements we have had an extremely busy year.

The appropriate Committee has paid an enormous amount of attention to the question of salaries and service conditions of local government officers, and a considerable amount of data on these questions has been collected.

I am being no more than frank with you when I say that the betterment of service conditions is as dependent upon the enthusiasm, the confidence, and the determination of our members in their own areas, as it is upon the driving force of the Service Conditions and Organization Committee which is, in my opinion, ahead of a large number of Branches in its determination to make employment in local government both encouraging and attractive.

In those parts of the country where Whitley Councils are operating we are doing very well indeed, and, in my opinion, Whitleyism has more than justified itself. We have made some encouraging progress in those areas where Whitleyism has not yet been tried, and I am delighted to see that the Association's Whitley Councils' Bill has now been introduced into the House of Commons. There is no short cut to better service conditions, and the National Executive Council cannot do much without your help.

One outstanding event in this field has been the publication of the Association's Charter of Service Conditions for Women Workers in the Public Health Services. It is now three or four years since this conception was put before the Service Conditions Committee, and in spite of the fact that other organizations have made a great song about their efforts, we were thinking out this great scheme long before it ever occurred to others, but we wanted to produce something which would be a credit to the Association, and which would be a worthy contribution towards the solution of a difficult problem. Our scheme is practical as well as imaginative. We have been highly delighted, not only with the reception in the country of our "Woman's Calling," but with the care and time given to our case by the Inter-departmental Committee on the Nursing Services set up by the Minister of Health and the President of the Board of Education, before whom we gave evidence on March 15. This Committee gave a whole day to N.A.L.G.O.'s case, and intimated at the end that they would probably want to see us again.

You have also been informed through the Annual Report that the Minister of Health has at last set up a Central Advisory Committee, conforming in a limited degree to the recommendation contained in the "Hadow" Report. I was a member of the deputation which put your case before the Minister and his advisers, and although it was a disappointment to be told that the Committee could not include representatives of N.A.L.G.O., and that it would be composed solely of representatives of the Associations of Local Authorities



Mr. W. W. Armitage

and the London County Council, we felt bound in the best interests of the Service to do nothing which would hamper the Minister's sincere desire to make some progress with the "Hadow" Committee's recommendations. I am sure that we shall lose nothing by the decision which we felt it was our duty to take. The Committee will be purely advisory, and it will confine its advice to matters concerning the standards and methods of recruitment and promotion and qualifications of local government officers. We were advised that it would not usurp Whitleyism, but, on the other hand, might give Whitleyism greater things to do. We felt it to be our bounden duty to support the Minister of Health.

We must recognize the growing importance of local government and, as a Service, we must be equal to those tasks which are bound to fall upon us.

We can do this only by careful preparedness, and I am convinced that, in the near future, N.A.L.G.O. will have to do some very important research work if it is to get the proper background on significant trends which are beginning to make themselves evident.

I cannot attempt to deal with all the important issues which are so adequately covered by the report of the Council. The range of functions and the weight of responsibility in every department of service to our members have increased. The number of legal cases that have had to be handled during the past year is greater than ever. The vigilance with which we have watched every Bill introduced into the Houses of Parliament has become more exacting. We have

developed still further our Public Relations policy, by which we hope to make the public more and more conscious of the importance of local government. I think you will all admit that our official organ, LOCAL GOVERNMENT SERVICE, is better than ever. Magnificent work has again been done by the Education Committee. I was particularly proud to head last year an Education tour to Canada and the United States. The reception and the hospitality showered upon us reflected the admiration in which N.A.L.G.O. is held in those countries.

Every ancillary activity has broken new records, and may I be allowed here to appeal to those few who carelessly use phrases and talk loosely about the ancillaries having some influence upon our activities as a trade union.

Each ancillary is a separate entity and has no influence whatever upon our determination to pursue the principal objects of the Association.

Responsible members who use that kind of argument are doing a genuine disservice to the Association they profess to support.

For the first time in our history the calls upon our Benevolent Fund have exceeded the contributions from

members during the last year. This is rather serious, and I am afraid that as our membership increases we must be prepared to shoulder heavier burdens still. I do earnestly appeal through you to all our members to give generously to this Fund.

I want to thank you all for the courtesy which you have extended to me during my year of office, for the splendid receptions you have given to me when I have visited your meetings and social functions. I want, too, to recognise the splendid work which has been given to you and your colleagues by every member of the National Executive Council, particularly the Honorary Officers—the Treasurer, the Solicitors, and the Chairmen of the various Committees.

If you could just watch the Council and the Committees in action over, say, one of the numerous week-ends which we all have to devote to N.A.L.G.O., I am confident that there would not be one vestige of doubt left in your minds whether your representatives were doing their job and doing it magnificently.

In conclusion, I must pay my tribute to the whole of the members of the permanent staff of the Association, both in London and in the Provinces—they have spared no pains and no effort to carry out effectively and efficiently the work of the Association.

£19,000 RECEIVED IN B. & O. PURSES Blackpool M.P.'s Tribute to "The National Brains"

THE strong and icy breezes from a tossing sea which welcomed delegates to Blackpool this year may have seemed to some to foreshadow the atmosphere of a Conference for which the "Manchester Guardian" on Saturday morning promised a "warmly argumentative time." But Blackpool is as genial as it is bracing, and, while the heat was not absent from the argument, it rarely burst into the fireworks feared or hoped for.

Possibly the good-humour of the civic reception on Friday night served to pacify those delegates who had come prepared for battle. Warlike emotions could not long survive the gaiety of that great throng which swept and swayed over the polished acres of the Empress ballroom, explored its innumerable sources of refreshment, or cheered the cabaret put on by the Blackpool N.A.L.G.O. Theatrical Society. Indeed, the reception and the dancing, continuing till the early hours, more fairly epitomised the atmosphere of Conference than did the storm outside—an atmosphere of friendships made or renewed, of co-operation in work as in pleasure, and of individual enterprise stimulated rather than deterred by the vastness of its surroundings.

The bracing quality of Blackpool's air—or the vitality of local government officers—was made evident next morning, when all the 1,400 delegates appeared in their seats at 9.30 as fresh as if they had spent the whole night in their beds, to approve the hope of the Mayor of Blackpool, ALD. J. R. QUAYLE, for the success and lasting results of their deliberations.

MR. J. ROLAND ROBINSON, M.P. for Blackpool, introduced by the Mayor as the "holidays with pay expert," followed with compliments to officers generally, and to those from Blackpool in particular. He described Mr. Poynton, president of the Blackpool branch and of the Conference Committee, as one of the brainiest men in the town.

"I have met many local government officers," Mr. Robinson added, "and I regard them as the men who really do the work. You form the civil service of local government, without which it could not be carried on. While elected representatives change, you remain, co-ordinating policy so that the business can continue.

"If members of Parliament are the national talkers, you are the national brains."

"Only local government officers would have the courage to attempt to get through an agenda of 111 items in two days."

The PRESIDENT, proposing a vote of thanks to the Mayor, congratulated Blackpool on being one of the first towns in the country to adopt one of the recommendations of N.A.L.G.O.'s Nurses' Charter by granting a 48-hour week to its nurses.

Only after this interchange of compliments did the EARL OF CRAWFORD and BALCARRES—somewhat tardily, as he pointed out—rise formally to declare the Conference open and to convey an apology from the Earl of Derby who had, at the last moment, been prevented from doing so. "Lord Derby," Lord Crawford continued, "is greatly interested in local government, and, still more if possible, in the staff and personnel which conducts it. For it is upon them, upon their skill and efficiency, that the success of this great machine has got to pivot."

AFTER Lord Crawford had been thanked, on the motion of Mr. E. J. STEAD, vice-president, the Mayoress of Blackpool, COUNCILLOR MRS. QUAYLE, received purses containing the record total of £19,027 5s. 9d. for the Benevolent and Orphan Fund, and presented the trophies awarded to the following districts contributing the highest average amounts per member:

"SIR HOMEWOOD CRAWFORD" SHIELD—South Eastern District Committee, 4s. 8½d. per member;

"VISCOUNT WAKEFIELD" SHIELD—North-Western District Committee, 4s. 5d. per member;

"BRIDLINGTON" CUP—Yorkshire District Committee, 3s. 11d. per member.

MR. A. G. BOLTON, chairman of the Benevolent and Orphan Fund Committee, pointed out that Blackpool, with 1,700 members, had raised the magnificent total of £1,000.

The Mayoress also presented the following sports trophies:

GOLF—Mr. F. G. McFall, Wallasey;
BOWLS—Scottish team;
TENNIS—Mr. C. Partington, Blackpool;
CHESS—Lancashire County and Plymouth branches.

MISS I. STANSFIELD, N.E.C., presented a bouquet to the Mayoress, and, in a graceful speech of thanks, complimented her upon being the only woman member of Blackpool borough council.

Replying, the Mayoress said that it must give members of the Benevolent and Orphan Fund great satisfaction to know that last year it had given £20,000—£400 a week—to colleagues and their dependants in need, and had paid weekly allowances to 340 widows. She knew that members of N.A.L.G.O. would make good the deficit of £3,000 on the year.

Aid for Students, Nurses, & Officers on A.R.P.

These preliminaries concluded, Conference settled down to its more serious business with the President's address, which is reported in full on another page. At its conclusion, Mr. W. R. McGRATH, in a vote of thanks, paid a tribute to Mr. Armitage's life-long work for N.A.L.G.O. and his achievements during his year of office. In a brief reply the President thanked members for their many services to him. When a man started working for N.A.L.G.O. it got under his skin and he never escaped. He knew of no finer living for a young man than to develop an active interest in the Association.

ABINGDON STREET SITE

Rebuilding Plan Approved

THEN MR. W. H. LEGH-SMITH, the honorary treasurer, opened discussion of the Council's annual report by submitting his financial statement, and dealing briefly with the scheme for the rebuilding of Abingdon Street. The proposal, which has been approved by all the ancillaries, was that the Provident Society should acquire the site and building, at a cost of £210,000, and that the parent Association should pay it an annual rental of £7,870 a year, representing 3½ per cent on the total outlay. It would not be necessary for the Provident Society to dispose of any of its present investments. On the other hand, the scheme would provide an outlet for the Society's surplus funds for some years to come, and the yield would be greater than it would otherwise obtain. Satisfactory arrangements had been made with the Association's bankers and careful estimates of income and outgoings showed the scheme to be a good one.

Referring to the Benevolent and Orphan Fund, Mr. Legh-Smith pointed out that more than 37,000 members of N.A.L.G.O. were not contributing a penny. He hoped that this year would see a big reduction in that number. Logomia was making marked progress and had a great future ahead of it. The financial report was unanimously approved.

POST-ENTRY TRAINING

Model Scheme Approved

MR. J. CHASTON, chairman of the Education Committee, submitted the model scheme of post-entry training prepared as a result of the decision of the 1937 Conference, and moved a resolution inviting the National Executive Council to consider means of implementing the scheme and encouraging post-entry training throughout the Service.

Inquiry from branches had shown, the annual report stated, that, with few exceptions, there were at present no schemes of post-entry training and local authorities gave little assistance to students preparing for examinations. The Council's model scheme, based on the recommendations of the Hadow Committee, provided, inter alia for:

The appointment by each local authority of an officer to advise on training and study problems and to consult with chief

officials on matters of promotion and inter-departmental transfer;

Arrangements for officers under 18 to attend approved classes during two half-days a week, without reduction of salary;

Financial assistance from local authorities to enable officers under 22—and in special cases those over this age—to undertake courses for professional, technical and administrative examinations;

Recognition of a University degree or diploma in public administration as a desirable qualification;

Permission to selected officers to undertake full-time university courses;

Encouragement of the interchange of officers between different departments and authorities, to enlarge their experience of different aspects of local administration; and

The grant by local authorities of facilities for officers to undertake research work and to attend summer schools and refresher courses.

This scheme, Mr. Chaston stated, embodied the best features of the few schemes now in operation. While comprehensive, it was nevertheless sufficiently elastic to be capable of adoption by authorities of different types and sizes. If authorities did adopt the scheme they would be giving effect to the recommendations of the Hadow Committee, which Conference had already endorsed. The Council was prepared to accept amendments tabled by the Lancashire County branch and the Metropolitan District Committee, the first providing for consultation with branches on the details of the scheme, and the second proposing that, in an authority with a relatively small staff, the scheme should be administered by chiefs of departments in consultation, and suggesting other alterations of details.

An amendment submitted by the Surrey County Branch, urging the Council to take further steps to enable members to qualify for entry to positions now restricted to members of professions not ordinarily open to the general membership of the Association, was also carried. These three amendments, Mr. Chaston explained, widened the purport of the scheme and were calculated to make it more acceptable to local authorities. The motion, as amended, was carried.

NURSES' CHARTER

"Disgraceful" P.A. Salaries

THE section of the annual report dealing with N.A.L.G.O.'s Nurses' Charter provoked a powerful interjection from Mr. R. W. RAMSAY, Leicester. In its report the Council stated that, although more than 20,000 copies of the Charter, "A Woman's Calling," had been circulated, and wide publicity had been obtained for it, its success must depend to a large extent upon the co-operation of branches in urging authorities to adopt it. In addition to preparing the Charter the Association had given oral evidence before the inter-departmental

committee set up by the Minister of Health and the President of the Board of Education to investigate conditions, recruitment and training of nurses and to find the reason for the present shortage of recruits.

Mr. Ramsay deplored the absence of any special reference to public assistance institutions in the Charter.

So far the Charter had met with little success in these institutions, in which salaries, of executive officials, as well as of nurses, were in certain areas a disgrace to local authorities and to organisation like N.A.L.G.O.

He hoped that attention would be focused on this situation and the marked progress would be made.

MR. J. SHORT, Gateshead, complained of the difficulty of recruiting nurses in his area owing to the fact that N.A.L.G.O. had no divisional organizing secretary nearer than Leeds. They wanted a sub-office at Newcastle.

MR. C. A. W. ROBERTS replied on behalf of the Council to Mr. Ramsay.

The Service Conditions Committee, he said, was now considering institutional salaries, and intended to take the earliest opportunity to extend the present Charter to other branches of the service.

They could not expect miracles, but they were very pleased with the reception given to the Charter.

It had already been adopted, in whole or in part, by ten local authorities—South Shields, Huddersfield, Harrow, Brighton, Wigan, Darlington, Torquay, Blackpool, Peterborough, and Gateshead.

He appealed to branches to keep it prominently before local authorities and to seek the active co-operation of nurses. The Council was well aware of the miserable pittance paid in some county areas, but they had a long row to hoe.

Replying to Mr. Short, Mr. Roberts pointed out that the Council had already appointed an assistant divisional secretary in the north eastern area. As he played himself in they hoped that he would be able to meet the point raised by Gateshead.

The report was adopted.

OFFICERS AND A.R.P. WORK

Policy on Compensation and Recruiting

THE section of the Report dealing with Air Raid Precautions evoked an interesting statement of policy from Mr. H. ALLEN, Chairman of the Service Conditions Committee. In its report the Council stated that experience of the past year had demonstrated the need for provisions to safeguard the officers of authorities which were framing schemes for the training of their staffs. After consultations between N.A.L.G.O. and the T.U.C. and investigations by both bodies into the present position, a joint deputation put the case for the employees before the Home Secretary. Some time later the Home Secretary informed the two bodies that he was satisfied that local authorities were leaving their employees a free choice

Cheaper Education Loans: Branch Films Plan

on recruitment. No difficulty was expected in the payment of men undergoing training in their own time; and the general practice was for injuries received during training to be treated as subject to compensation at Workmen's Compensation rates.

This statement did not satisfy the Council, which passed a strong resolution protesting against the inadequacy of the proposals in respect of compensation for death or injury. The T.U.C. Joint Committee pointed out to the Home Secretary that the suggestion that the Workmen's Compensation Acts should form the basis of payment for injury or incapacity was not acceptable and could not meet the position of officers earning more than £350 a year, or suffering delayed poisoning or lung affections as a result of training. In reply, the Home Secretary drew attention to the statement by Mr. Geoffrey Lloyd in the House of Commons in November, 1937, promising a general scheme of compensation, based either upon insurance or upon payments from the Exchequer. The joint committee thereupon asked for another deputation to be received and was now awaiting a reply.

POSITION OF OBJECTORS

Protection Promised

ARISING out of this report, Mr. G. HIBBINS, East Ham, said that his branch had noted with satisfaction the efforts made to safeguard officers, but felt that scant attention had been paid to one aspect. The individual citizen had the right at present to decide for himself whether he should enrol for Air Raid Precautions and undertake duties. It was not incumbent upon the local government officer to forgo that right as a citizen. Was it the considered opinion of the Council that local authorities should not exert undue pressure upon their officers to undertake Air Raid Precautions duties not specifically connected with their normal duties? Would the Association's protection be offered to any officers who resisted such pressure?

Mr. Allen replied that the Council certainly did not agree that an officer should be subjected to undue pressure to undertake Air Raid Precautions work if it was not allied to his duties.

The protection to be offered would be a matter for the Service Conditions Committee, if and when the occasion arose. At the moment they had no specific evidence of undue pressure. They appreciated that in those departments which would naturally be involved in Air Raid Precautions duties it would be the responsibility of the officer to undertake them in the normal course of his work. They were not satisfied with the compensation provisions suggested and were pressing the matter further. As soon as a further conference had been held with the Home Secretary, all branches would be circulated.

The report was adopted.

In reply to a delegate who suggested that, in view of the size and complexity of the Standing Joint Committee, the constitution and functions of the Committee should be reviewed, the President said the

matter had already had attention and it was intended to submit a report to the next Conference.

MR. P. H. HARROLD, hon. solicitor for England, reminded delegates that each officer would shortly be receiving the prescribed notification of his status under the Local Government Superannuation Act, 1937. He should see that the notification contained all the necessary information and should remember that the right of appeal expired after three months from the receipt of the notification.

Paying tribute to the work of the Legal Secretary and his department, Mr. Harrold said that in the first five months of this year 500 inquiries on superannuation had been dealt with, compared with 294 for the whole of last year.

EDUCATIONAL LOANS

Interest Reduced to 2½ p.c.

THE question of loans for educational purposes was raised by MR. D. L. GRIFFITHS, in moving a Southern District Committee motion seeking to make these loans free of interest and administration, insurance, and legal charges. The loans scheme, Mr. Griffiths said, had succeeded only partially, because intending applicants had found the restrictive regulations with which the Council had loaded it to be prohibitive. The opportunities for junior members to become chief officers largely depended upon the loans scheme and it was the Association's duty to give them every possible facility to qualify for better positions without financial hardship.

This view was combated by MR. E. A. BRISTOW, South Eastern District Committee, who urged that some charge was needed to encourage a sense of responsibility in those receiving loans. He moved that the interest charge should be reduced to 2½ per cent, inclusive of administration, insurance, and legal charges.

Despite opposition by MR. CHASTON, on behalf of the Council, on the ground that the present rate of 4 per cent was reasonable, that the Association should not advance its moneys at a lower rate than could be obtained from trustee securities, and that it was unfair to grant financial advantages to a particular section of the Association, Conference adopted the amendment.

PUBLIC RELATIONS PROGRESS

More Correspondents Needed

MR. J. L. HOLLAND, chairman of the Publications and Public Relations Committee, moved the adoption of the section of the report dealing with the recent marked developments in the Association's public relations policy. In deciding to concentrate the Association's propaganda work in the hands of a full-time officer at headquarters, he said, N.A.L.G.O. was in advance of the times. Since it had reached that decision, Government departments, corporations, and other bodies had been tumbling over one another to appoint public relations officers. The Council was fully satisfied with the results so far attained and delegates had probably themselves seen evidence of those results.

Marked improvement had also been effected in LOCAL GOVERNMENT SERVICE.

A striking example of the success of the public relations work was the publicity given to the Nurses' Charter and the instructed and reasonable comment which had followed its publication. The object of the new policy was to publicise the best features of local administration and to combat the ill-founded criticism and attack from which local government officers had suffered in the past. There were two ends to the work—headquarters and local. Already they had 250 public relations correspondents in the branches, but many more were needed. It was essentially a task for youth, and he appealed to delegates to help in building up a nexus of keen correspondents.

The report was adopted.

LOCAL GOVERNMENT FILMS

Suggestion to Branches

MR. W. E. HUDSON, on behalf of the Eastern District Committee, submitted a motion asking the National Executive Council to consider arranging for the preparation, publication, and distribution of a film dealing with local government administration. They wanted, he said, to emphasise the need for good citizenship and to raise the prestige of local government. Nobody else was doing it, therefore N.A.L.G.O. must embark on the task itself. Newspapers, lectures and other methods of getting the public ear usually reached only the converted, but the film was seen by everybody.

Mr. Holland, accepting the motion on behalf of the Council, said that the possibility of films was already being considered and they had held a number of fruitful discussions with the public relations department of the Ministry of Health, and with Gaumont-British Instructional, who had undertaken to produce at least one local government film. He warned Conference, however, that the production of a film likely to find a place in the commercial cinema was expensive; it could not be made for less than £500 and might cost £2,000.

More practicable was the production of local films by branches on the lines of the Croydon experiment reported in LOCAL GOVERNMENT SERVICE, and he hoped that many other branches would follow Croydon's example and come to Headquarters for a grant-in-aid.

The production of local government films would benefit local authorities just as much as it would officers, and he regretted that Manchester Corporation had missed a great opportunity to make a film in celebration of its centenary. Fortunately, members of N.A.L.G.O. in Manchester had come to the rescue by arranging a fine exhibition and by producing a civic textbook for schoolchildren.

The motion was carried.

HOLIDAY CENTRES

A Valuable Investment

THE Association's policy in running holiday centres was next raised on a motion by Leeds branch, instructing the Council not to proceed with the construction or acquisition of additional

Holiday Centres Defended: Thrift Plan Thrown Out

Centres, Camps or Homes. Miss E. DAWSON, moving this, disclaimed any desire to close down the present centres. But Leeds' was concerned with the facts that they showed an annual loss, that most of the Association's assets were invested in them, and that relatively few members used them.

Mr. G. STEVENS, Bognor Regis, moving an amendment to limit the proposed restriction on further development to this year, considered the Leeds resolution too drastic. He thought that a careful review of the existing centres was needed and that they should proceed slowly. This amendment, and another, submitted by Glasgow branch, appealing for a holiday centre in Scotland, were both defeated.

Mr. BOLTON, opposing the Leeds motion on behalf of the Council, pointed out that the N.E.C. did not seek powers to build holiday centres, but had followed the lead of Conference. They had so far failed to find a suitable site on the South Coast, but had extended the accommodation at Croyde Bay. Last year visitors to Croyde Bay and Cayton Bay included 1,529 N.A.L.G.O. members, 1,372 dependants of members, and 2,413 non-members.

The Council did not wish at present to embark on the erection of new centres, because of the shortness of the holiday period and the great development of holiday camps built by private enterprise. While progress with the movement for "staggered" holidays might improve the position they felt it essential to secure fuller use of the existing centres before buying more.

It was not true that the holiday centres were in a bad way financially. Of the £75,187 capital cost of all the centres, including Cefn-y-Mynach, £15,090 had been paid off out of revenue and £8,898 had been paid in interest charges.

The investment of the Association's money in the centres had been as good as could be obtained elsewhere; it was safe; the money could always be recovered, probably at a profit; and, in addition, thousands of N.A.L.G.O. members had been given a beneficial, happy, and comparatively cheap holiday.

The Leeds motion was rejected.

THRIFT SCHEME REJECTED Lost on Card Vote after Heated Debate

THE new thrift scheme, submitted by the National Executive Council to meet the criticisms of existing discount purchasing arrangements expressed at the 1937 Conference, produced the liveliest debate of the day. This scheme provided, in brief, for the formation of a legitimate trading organization, to be known as Nalco Services Ltd., which would take over not only the existing thrift scheme but Continental holidays, tours, cruises, holiday guide, diary and sales of colours as well. Each purchase from the Society would be on a retail price basis and at the end of each year profits would be distributed to members in the form of a dividend based on the amount of their purchases.

Mr. RHYS WILLIAMS, moving reference back of the scheme on behalf of the South

Wales and Monmouthshire District Committee, described it as dangerous. It would require a vast administrative organization and he did not see how it could pay a satisfactory dividend. Mr. W. H. WILLIAMS, East Ham, seconding, described the scheme as too elaborate. He suspected that the Council had been stampeded into it by the traders' organizations and was doubtful if it would increase turnover, since the discount rate would inevitably be lower than could at present be obtained. Were local training schemes to be incorporated? The idea behind this proposal suggested that they were, on the ground that they were unethical and derogatory to the prestige of N.A.L.G.O. But if discount trading were wrong, Conference should have the courage to say so and to tell branches not to practise it.

Mr. N. C. WELT, Merton and Morden, pointed out that the new scheme would be of little value to younger members, who could not afford to pay retail prices and wait a year for their dividends.

Mr. C. BUCKLEY, Rowley Regis, speaking as a "voice in the wilderness" vigorously attacked the whole principle of discount trading. In our public relations campaign we were trying to raise the prestige of the local government service, but this "cheap muck" was dragging it down and was unworthy of the Association. He sometimes wondered whether LOCAL GOVERNMENT SERVICE was the N.A.L.G.O. journal or a copy of "Exchange and Mart." Mr. F. O. SMAWFIELD, Lancashire County, declared that the scheme was contrary to the spirit of professional men and women and to the dignity they owed

to their calling. Mr. A. ASTLEY, Blackburn, speaking as a relieving officer, said that schemes of this type were reducing tradesmen to pauperism.

Mr. J. W. SINGLETON, replying on behalf of the Council, pointed out that the speakers had all discussed the principle of trading, which was settled in 1937, when Conference instructed the Council to prepare this scheme. Not one speaker had gone into the merits or otherwise of the scheme, which had been carefully considered. Its sole object was to legalise N.A.L.G.O. trading activities; if it were rejected branches would continue their local trading and all the evils and criticism they had sought to eradicate would be continued. The Council wanted a definite decision and he asked Conference to reject the amendment. The amendment was lost.

The scheme itself was then put to the vote and, on a show of hands, was carried. A card vote was demanded, however, and on this the scheme was rejected by 43,163 votes to 35,034.

BENEVOLENT & ORPHAN FUND Life Membership to Cost £5 5s.

AFTER this lively interlude the first day's proceedings concluded on a domestic note, mainly devoted to alterations of the rules of the Benevolent and Orphan Fund. Conference agreed to empower the Chairman of the B. & O. Fund Committee and the honorary treasurer to make emergency grants or loans up to £150, when recommended by the chairman of the district B. & O. Fund Committee and the chairman



A CONFERENCE GROUP—Seated: Earl of Crawford and Balcarres, Mrs. W. W. Armitage, the President, Ald. J. R. Quayle, Mayor of Blackpool, Cllr. Mrs. Quayle, Mayoress of Blackpool; Standing: Mr. J. Roland Robinson, M.P. for Blackpool, Mr. T. L. Poynton, Pres. Blackpool branch, Mr. J. L. Holland, and Mr. L. Hill.

M.P.s Commend Public Relations Policy

of the district committee. It approved a Council motion to enable branches, by a payment of £5 5s., to nominate a distinguished member to life membership of the fund. It urged branches to provide the necessary funds to make permanent the additional grants made to widows during the winter and to increase other weekly grants.

Many suggestions were submitted for increasing the income of the Fund, which last year fell short of expenditure by £3,000. East Kent, West Norfolk, Wimbledon, and the Scottish District Committee all sought to catch the 39,000 members who do not at present contribute to the Fund by making contributions compulsory, but Conference would have none of the various devices they suggested. Delegates agreed with Mr. Bolton that compulsion would destroy the whole basis of the Fund, killing benevolence, converting it into an insurance, and giving to each contributor a right to demand rather than to request assistance.

One suggestion only, that the life membership donation be increased from £2 2s. to £5 5s., forcefully put by Mr. NORMAN ROGERS, of Croydon, was carried.

The Report as a whole was then received, the Council was thanked for its work, and Conference adjourned until Monday.

"SACRIFICE TO ATTAIN SUCCESS"

Sir William Jenkins' Advice

MONDAY'S proceedings opened with two outstanding speeches by Sir WILLIAM JENKINS, M.P., and Mr. DINGLE FOOT, M.P.

Sir William began with a warmly applauded tribute to the President and the President-Elect. Mr. Armitage, he said, possessed the essential qualities of leadership—force of character and stability. He had served his time and generation well, as a public man as well as an official. Mr. Holland had done great work for N.A.L.G.O. and for local government behind the scenes.

Progress in local government, Sir William continued, had been phenomenal. Few people realised the number of Acts of Parliament passed each year with which local authorities had to deal. In the last Session, for example, there were ten Acts dealing with public health alone, in addition to 86 circulars and 60 regulations—some of them causing as much difficulty as Acts of Parliament—issued by the Minister. Similar activity was shown by the Ministries of Transport, Agriculture, and Labour, the Home Office, the Treasury, and the Board of Trade. But the public knew nothing of this; they were aware only of the rates they were called upon to pay.

Too much prominence was given to the expenditure of local authorities, too little to their achievements or to the hard work of officers and councillors, who bore an ever-increasing responsibility.

Referring to the Jubilee of County Councils, to be celebrated next year, Sir William said that the County Councils

Association, of which he is vice-chairman, was planning to issue a booklet giving the history, local and national, of county council activity. That would be a valuable document, and he had been surprised and disappointed to find many authorities apathetic towards it. He hoped that N.A.L.G.O. would give its assistance in securing the widest possible circulation for it.

"I attribute the stability of Britain to its democratic control through local government," Sir William continued. "Our local government is so rooted in our civilisation, it is so strong and enduring that it forms the basis of our democracy and the greatest bulwark against dictatorship. That is worth some sacrifice to maintain."

"I commend all you young people here to be loyal to your association. You have great responsibilities; do not think that everything you get will be ready-made. You must sacrifice to attain success."

"WE MUST ADVERTISE DEMOCRACY"

Mr. Dingle Foot's Plea

MR. DINGLE FOOT referred to the compulsory Whitley Councils Bill which he had introduced in the House of Commons twelve days earlier. The Bill had now been printed, its first sponsor was Sir William Jenkins, and its backers included members of all the major political parties.

It provided for the compulsory establishment in each administrative county of a joint council representing local authorities and the officers employed by them. It was open for one or more counties by agreement to come together. Each council would be required to meet at least four times a year to consider:

Entry and training for the local government service; and

Salaries and general conditions of service.

It would, he thought, be of great advantage in N.A.L.G.O.'s attempt to improve salary scales and conditions of service if there were in each county—not just in a few as at present—a joint committee of that kind, charged with the statutory duty of reviewing scales and conditions. The councils would be required to deal with other matters, such as research with a view to improving the service, and the safeguarding of the interests of officers who produced any invention or proposal for the improvement of administrative machinery.

It was not easy to get a private member's Bill through Parliament, and if it were to have any chance of becoming law it must have behind it a great volume of support, in Parliament and outside. Branches should be urged to bring the merits of the Bill before their Members of Parliament.

Progress with this measure would interest many people outside N.A.L.G.O. It would provide a useful precedent and encouragement for others attempting to create the machinery of collective bargaining for other categories of professional workers.

"I think the most interesting passage in your report," continued Mr. Foot, "is that dealing with your policy of public relations. We live in an age which is essentially one of propaganda, and it seems to me that, locally and nationally, we need to embark upon a policy of advertising democracy."

"A great statesman in the early part of last century said: 'Self-government is better than good government.' I am sure that he was right. Personally, I think it better to be democratically governed, even if, thereby, we do lose something in efficiency. But I do not believe that we do lose in efficiency."

"I always listen with a certain impatience to the rhapsodies of conducted tourists returning from totalitarian countries. They are so full of the achievements of new regimes, of public works undertaken, of workers re-housed, of health services provided, and of the spirit of public enterprise manifested. We seem, in these days, to be affected with a peculiar brand of the

"Idiot who praises in a cultivated tone Every century but this, and every country but his own."

"These enthusiasts do not seem to be aware that in this country we can show great achievements in precisely the same fields of activity as the totalitarian States. We all know that there is a great deal still to do, but what we have done compares not unfavourably with anything they have done. There is no excuse for this inferiority complex."

"It is up to us to show the world that under a system of government by consent we can achieve just as much as any dictatorship country. That applies just as much to local government as to the country as a whole. A great many of the complaints we hear about local government are simply due to the fact that a large section of the public does not know of its achievements."

Mr. Dingle Foot went on to pay a tribute to the "remarkable pamphlet" issued by the Manchester Municipal Officers' Guild: "Your City." It was admirably calculated to explain to the citizen the tremendous return he got for his rates. "I wish N.A.L.G.O. every success," he concluded, "in its new activity of telling the world about local government. We are all engaged in the great adventure of showing how successful and effective representative government can be."

SALARIES CAMPAIGN

Call for Unanimous Support

AFTER the speakers had been warmly thanked, delegates went on to the consideration of the most important item of the agenda—the Executive's motion seeking support for a national campaign on salaries and service conditions. This asked Conference to deplore the inadequacy of the salaries paid by many local authorities, to welcome the efforts

Council's Salaries Drive: Whitleyism the Key

now being made for the general improvement of salary scales and standard conditions of service throughout the country, and to pledge its unswerving support thereto.

A White Paper prepared by the Council as a result of an exhaustive survey during the past year had revealed deplorable conditions in some districts. The best conditions were found in districts covered by Whitley councils. But in some districts there had been no concerted effort towards improvement.

"Your council's objective," the White Paper added, "is the ultimate establishment of truly national conditions. That is a long-term policy, and just as it took years of persistent agitation to obtain compulsory superannuation, so your Council is determined not to relax its efforts until all the staffs engaged in local government are adequately remunerated. The Council must, however, receive the active co-operation of the district Committees and the branches.

"The first necessity is to secure in each area a datum line which may reasonably be regarded as attainable by all officers of, say, 27 years of age. It is obvious that such a figure must have some relationship to existing conditions, and be enjoyed under the most enlightened authorities in the area. It is not intended to publish the datum figures as regional scales. The National Executive Council is out for immediate improvement in the salaries of the rank and file members of the local government Service, whilst keeping in mind the ultimate objective.

Branches' Lack of Support

"The responsibility for the ultimate objective is that of the National Executive Council, but the branches and district Committees concerned must also share the responsibility for existing conditions.

"It is useless for branches to pass unanimous resolutions at Conferences calling upon the Council to secure national minimum scales and then refuse to allow N.A.L.G.O.'s officers to ask for them. There is ample evidence of this, and it is because of this position that the national campaign has been launched. . . .

"It is an incontrovertible fact that if the officers themselves depreciate the value and importance of their work, the local authorities will assuredly adopt a similar attitude.

"It is only by unremitting pressure that conditions will be improved. The acceptance of adverse conditions without protest, or without an effort to improve them, has, it is feared, in some places, become static; and your Council calls upon all branches where such conditions prevail to make every effort, fearlessly, for their immediate and drastic improvement. The fullest support of the Association will always be forthcoming in such cases.

"In existing circumstances your Council is strongly convinced that Whitleyism is the key to the situation.

"Whitleyism, by its machinery for 'levelling up' conditions in the various

areas, should command the active support of every branch, and it is to be regretted that the policy of the National Executive Council on the matter has not received the whole-hearted support in some areas which that policy undoubtedly merits.

"Whitleyism, if properly applied, will completely transform conditions throughout the service. It has been 'tried' in several districts for many years, and is achieving admirable results.

"Your Council believes, therefore, that the remedy lies, largely, with the branches, and sincerely trusts that, by the time of next year's conference, Whitleyism will be actively working in every district. Your Council is satisfied that Whitleyism is the hope and inspiration for the future, and that it is the most valuable machinery we have for ultimately bringing about those national conditions which we so ardently desire."

ADEQUATE SALARY FOR ALL AT 27

'Difficulties Must be Broken Down'

MR. ALLEN, moving the resolution, said that the campaign, now fully launched, was of vital importance to every member of the Association, whatever his present circumstances. The achievement of truly national scales, nationally applied, would take time, but with N.A.L.G.O.'s increased size, membership, and power, it would, they hoped, take less time than superannuation had done.

"We are going to investigate the position of every officer in every district," Mr. Allen continued. "There are difficulties—we are going to inquire into them. Local difficulties, prejudices, timidity, must be broken down. We mean to secure immediate improvement in those areas and branches where conditions are below par. The first approach will be in respect of the officer under 26 or 27.

We demand that every officer at 27 shall have a salary at once reasonable and adequate.

"This will not necessarily be the national standard. We shall begin to work on a datum-line, which will not be published, and when every low-paid officer has been brought to this datum-line it will be raised. In this way we shall eventually reach a national standard.

"There are thousands of local government officers to-day, fully trained and qualified, who receive lower salaries than labourers. We must pursue our ultimate objective through Whitley councils. We shall not be satisfied until every part of the country is provided with Whitley machinery."

MANCHESTER ATTACK

Call for Stronger and More Speedy Action

MR. E. G. ARISS, Manchester, moved an amendment which would substitute for

the pledge of unswerving support of the efforts for general improvement a definite instruction to the Council to inaugurate a national campaign forthwith. The Council's motion, he contended, exalted the means at the expense of the end. Manchester on the other hand, wanted strong and quick action. The council claimed to be seeking immediate improvements in salaries and conditions, yet it told members that they must not be in a hurry; because it took 25 years to achieve superannuation they must bear with it for 10, 20, 30, 40 years to secure national salaries and conditions.

There was a growing suspicion that the Council was class-conscious. It had sent a deputation to Oxford University to stop the appointment for a senior post at an inadequate salary which might have affected senior officers' salaries, but it had taken a full year to compile and issue abstract evidence about the salaries of the rank and file that could have been obtained from the divisional secretaries in a few days. Further, no mention was made in the agenda of longer holidays, better office accommodation, and the release from the tyranny of some chief officials—all conditions which did not affect principal officers.

"The deplorable conditions referred to so plaintively in the White Paper," Mr. Ariss continued, "cannot be removed in a night; but neither did they arise in a night. To my knowledge they have been known to the Council for eight years, but whenever branches complained through resolutions at Conference they were told by pious N.E.C. speakers to pin their faith in Whitleyism because national scales were impracticable. Now you tell us that national scales are the ultimate objective.

"The unanimity of the Council is remarkable—one-third believes in Whitleyism and the impracticability of national scales; one-third believes in national scales but not in Whitleyism; and the remaining third do not know whether they are Nationalists, Whitleyites, or Hittites.

Older Officers' Plight

"We have heard much of the datum-line at the age of 27, presumably to enable young men to marry. We want to hear about the men and women of 47 and 57—and particularly the men bringing up families—who have never had promotion and will never get promotion. These people are the foundation of our movement, yet they get the least money, the shortest holidays, the least protection, and they have no security. Yet the Council asks for more years for discussion and tells us that Whitleyism is the remedy.

"What a warcy for a powerful organization—let others do the work! The Council proposes to give out its unpleasant washing to two laundries: it asks branches to advise members themselves not to apply for posts at inadequate salaries, it asks Whitley councils to carry out its other negotiating duties.

"We have in our ranks to-day men of high scholarship and strong personality and ability getting less than £3 a week. If this White Paper is the best you can do

Campaign Approved: Ending Low-Paid Post Evil

and reflects the speed at which you are moving, then I say: 'O God, make no more giants, but elevate the ranks!'

MR. A. F. HUTT, Manchester, seconding the amendment, warned the Council that grave unrest was stirring in the branches and the demand was growing for representation of the lower-paid members on it. Once the new cost-of-living data were published the Council would be faced with an alarming number of demands from branches; now was the time for it to move. At present the branches were leading the Council, many were getting their own improvements without help from it, or from District Committees.

Whitleyism was like a tortoise—very slow, sleeping for six months of the year, and withdrawing its head at the slightest sign of danger, real or imaginary. Its most serious defect was that it included in its councils only those who believed in it; the unbelievers remained outside and would continue to do so until a compulsory Act had been passed. We might soon be faced with a national emergency, and he hoped that then the Council would not repeat the advice it gave to branches in 1931: "Make your own local terms as best you can."

MRS. A. A. WOODMAN, East Ham, appealed for special action on behalf of nurses' salaries.

MR. N. WILSON, Birkenhead, pointed out that some authorities could not afford to pay reasonable salaries, and urged that pressure be brought to bear on the Government to assist such authorities through block grants.

MR. R. WILDCOOSE, Yorkshire District Committee, contended that a national campaign had already been inaugurated. Eighteen months ago his Committee sent a questionnaire to all its branches, discovered the black spots, prepared a comprehensive report, which was adopted by headquarters, and had since worked consistently on improving the position revealed. If Manchester and other branches and districts wanted action they could do the same. Yorkshire got on with the job and the improvements already obtained fully justified its enterprise.

CALL TO "BLACK SPOT" BRANCHES

No Advance until they Act

MR. TAYLOR, opposing the Manchester amendment on behalf of the Council, said that they accepted Manchester's challenge. What Manchester thought to-day, the Council had thought more than twelve months ago, when it had inaugurated the national campaign—not on the instruction of Conference, but on its own initiative.

The salaries paid in some parts of the country to-day were appalling, but until branches covering those black spots were brought to a true sense of their responsibilities there could be no improvement. The level of the black spots must be raised before there could be any general improvement.

He was astonished that Manchester should indict Whitleyism, for no part of the country had better conditions than

Lancashire and Cheshire. In those counties 95 per cent of the officers enjoyed at least, and in many cases more than, the Whitley scales. In the last twelve months the Lancashire and Cheshire Whitley Council had secured salary increases of £10 for nurses, £10 for officers in the general division on reaching the age of 27, and £7 10s. for intermediate grades in institutions—a total increase of £125,000 on the salaries bill in twelve months. In the face of that could anyone say that Whitleyism was a failure? Mr. Hutt had likened it to a tortoise; did he not remember a certain famous race which the tortoise won?

MR. R. H. HEWITT, Salford, replied that Whitley Councils could be a serious brake on progress if they were not properly used and if people did not believe in them. In his own town the joint staff council had met once in five years.

MR. A. A. GARRARD, winding up for the Council, said that if Conference accepted the Manchester amendment it would miss a great opportunity to welcome the Council's efforts to implement salary scales it had already approved and of giving the pledge of unswerving support the Council was seeking. With the co-operation of members and branches he was confident that they could achieve a vast improvement in salaries and conditions at no distant date.

The amendment was defeated by a vote of approximately three to one.

In view of the Council's assurances the Scottish District Committee and the Urnston branch withdrew their amendments, both seeking more positive action. A Glasgow amendment, on similar lines, was defeated and the Council's motion was then carried by a substantial majority.

WAR ON ADVERTISEMENTS AT INADEQUATE SALARIES.

Branches' Refusal of Support

THE Council having thus secured its vote of confidence, MR. ALLEN proceeded to turn the tables on its critics. Moving a resolution expressing grave concern at the increase in advertisements offering totally inadequate salaries, or inviting applicants to "state salary required," and urging branches to advise their members not to apply for such positions, he strongly criticised branches for refusing to allow headquarters to act.

After quoting a number of examples, he said that officers who applied for these posts were doing a disservice to their colleagues. This was no pious motion. The Council wanted a pledge from Conference to stop this sort of thing.

MR. E. L. RILEY, seconding, asked Conference to say definitely that it was not going to tolerate these inadequate salaries for highly-trained, efficient, and educated officers. But unless officers themselves refused the posts the Council could make no headway.

MR. W. THRELFALL, Stretford, moved an amendment seeking to transfer responsibility for action to the Council and suggesting that it obtain the co-operation of the various municipal associations. His branch, he explained, supported the Council's object, but wanted an alternative

method of attaining it. The shortage of time between the publication of an advertisement and the receipt of applications would make a "black list" scheme impracticable; further, could they blame a man for applying for a post at an inadequate salary when that salary was higher than he was getting in his present job? He thought the best method was to approach the associations of local authorities.

MR. T. J. METCALFE, Brighton, moved an amendment calling for national action through a system of notification of each case by branch secretaries and circularisation of branches by headquarters, combined with complaint to the professional institutions concerned. MR. TAYLOR opposed this plan as too cumbersome and likely to prove ineffective, and it was rejected.

MISS R. LATHAM, Bexhill, complained that chief officers sometimes held a preponderating voice on branch executive committees. That possibly explained why branches rejected appeals for action from headquarters.

MR. ALLEN, on behalf of the N.E.C., accepted two amendments—one, from the North Western and North Wales District Committee, instructing the Council to make complaints when necessary to the appropriate municipal associations, the other, from the Urnston branch, advocating direct approach to local authorities responsible for any advertisements complained of. These were approved and the motion, as amended, adopted, all other amendments being either lost or withdrawn.

COST OF LIVING

Mechanisation Inquiry

BY this time the Council had entered a period of fair weather and it had no difficulty in securing defeat of a Bury motion expressing apprehension of its attitude towards the rising cost of living and urging it to take immediate steps to secure a general increase in salaries to meet it. Conference instead, on the endorsement of MR. ALLEN, carried a Metropolitan District amendment leaving the whole question to the discretion of the Council.

MR. ALLEN also endorsed a Stockport motion instructing the Council to consider and report on the effect of mechanisation of municipal offices in relation to service conditions, salaries, and the status and prospects of male and female staffs, and the motion was carried.

"HADOW" REPORT Speedier Progress Urged

MR. E. W. FOULGER, Metropolitan District, moved a resolution expressing regret that more rapid progress had not been made in implementing the recommendations of the Hadow report, and asking Conference to urge the Government and other bodies concerned to give effect to those recommendations without delay. Few authorities, Mr. Foulger contended, had yet considered the report. In 1936 the Council report had stated that N.A.L.G.O. would have to "make the running," and Mr. Hill, in his excellent book *The Local Government Officer* had said that, since its issue in 1934, the report had "been left to

No Affiliation with Professional Workers

mature, very much in the same way as we leave all good things to age, such as wine, game, and cheese." The Metropolitan motion invited the Council to hasten that maturing.

MR. GARRARD welcomed the motion on behalf of the Council, as showing a continued interest and belief in the recommendations of the Hadow Committee. The Central Advisory Committee had got to work on them, and, although the Association of Municipal Corporations had not yet agreed to appoint a representative on the Committee, the Minister of Health was determined not to allow that fact to hold up its work. The initiative no longer rested with N.A.L.G.O.

The Committee was certain to meet problems of great difficulty, such as the recruitment of University graduates, qualifying examinations and technical qualifications. These problems would need most careful examination, and it was obvious that considerable time must elapse before a complete report could be issued.

In view of the refusal to grant the Association a seat on the Committee, and to permit the Whitley councils to carry the Hadow Committee's recommendations into effect in accordance with Whitley principles, the report would require the most stringent scrutiny, and, possibly, prompt action.

The Council had put the Hadow recommendations before branches and provincial Whitley councils, some of which had set up sub-committees to consider them. It was obvious that the co-operation of the professional and technical societies would be necessary in implementing the report. While the Council was doing all in its power to secure proper consideration of the recommendations, branches could greatly assist by considering them in detail. They should examine their own staff conditions, see how far they fell short of the recommendations, report any deviations to headquarters, ascertain how they could be put right, and urge local authorities to take the necessary action.

The motion was carried.

PROFESSIONAL WORKERS' FEDERATION

Affiliation Plea Rejected

ONE final touch of liveness was provided by MR. A. J. COTTLE when he gallantly attempted to move the Abertillery branch's motion urging affiliation with the National Federation of Professional Workers from the gallery without the aid of the microphone. But the President, vigorously supported by delegates, refused to permit such unorthodox proceeding, and for the first time in his life, as he told Conference, Mr. Cottle was compelled to bow to dictation other than from his wife. The Federation, he contended, was non-political and non-sectarian, its aims and objects were similar to those of N.A.L.G.O., and affiliation would strengthen the Association and facilitate attainment of the reforms for which it was striving. MR. BODIE, Glasgow, opposed. This motion, he said, was the thin end of the wedge to secure affiliation with the T.U.C.

MR. WILKINSON, for the N.E.C., strongly opposed the motion, which, he said, raised the same issue as Abertillery's plea in 1936 for affiliation with the T.U.C. N.A.L.G.O. was not out of sympathy with the objects of the Federation of Professional Workers, it was prepared to help it or any other similar movement with advice and information. But affiliation might prove embarrassing. It would make N.A.L.G.O. a party to everything the Federation said or did—and that might relate to matters outside the range of public administration.

The Federation consisted of 23 unions with a combined membership of 145,300. Of these unions, 17 had no connection whatever with local government, and of the remaining six only one was wholly representative of local government employees, and those mainly workmen. Most of its activities were outside local government service.

During the past year N.A.L.G.O. had taken part in joint deliberations with a committee set up by the T.U.C. and that, in the view of the Council, was as far as Conference was prepared to go.

The secret of N.A.L.G.O.'s success was that it had always concentrated on its job—the organisation of local government officers and the protection of their interests. Freedom of action and the unfettered right to determine its own policy were essential to it.

It did not want to have to consult any other organization before it could take action, nor to be represented by any other body. If the Association got "tied up" with any movement outside the Service its initiative might be curtailed; it might be dragged into schemes and policies foreign to its constitution; its efforts might be frittered away on a programme, which, although possibly good in itself, had little or no relationship to local government service.

Within the past month headquarters had received from members of two branches serious complaints of the embarrassment they had been caused by the branches' affiliating with other movements. And N.A.L.G.O., for its part, would be an embarrassment to the Federation by the reservations it would have to make on resolutions giving the impression that it was party to a politically controversial decision. There never had been a time when it was more important for N.A.L.G.O. to observe the utmost caution in relation to federations or affiliations which might cause nervousness among many of its members.

Conference warmly approved this clear statement of policy, and, after the North Western and North Wales District Committee had withdrawn its amendment to refer the whole matter to the Council for report, rejected the Abertillery motion by an overwhelming majority.

REBATES TO BRANCHES

Claim for Increase Refused

FROM this point Conference, growing progressively more weary and impatient, settled down to consideration of a

long list of motions seeking to alter the Association's rules. The impatience was unfortunate, for it largely stifled what should have been a most interesting debate on the relative expenses of branches and headquarters and the amount of subscription income which should be allocated to each.

The debate arose on an Council motion designed to meet the branches' claim for a more elastic interpretation of the present system. The motion maintained the existing proportions of income allocation, but made the 40 per cent retained by county branches dependent upon the approval of the Council as well as the recommendation of the district committee, and empowered the Council to make grants above the 35 per cent retained by other branches to enable the latter to meet approved expenditure not common to all.

MR. A. G. M. ARCHIBALD, proposing this motion, while recognising that many branches were doing good work on very little money, urged that each claim for a higher rebate should be judged on its merits. The Association could not afford to make a general increase in the rebate; this year its estimated surplus was less than £2,000. MR. T. FREEMAN, seconding, contended that, in general, the present rebates were adequate and that the Council's plan was the best way of meeting special circumstances.

COST OF PROPOSALS

Would make Higher Subscriptions Inevitable

MR. J. SHORT, Gateshead, on behalf of his own, the Gloucester, and the Kidsgrove and district branches, moved an increase in the rebate to 40 per cent for all branches, together with provision for grants for special expenditure approved by the Council. He stressed the heavy burden imposed on branches in sending delegates to Conference and district committees, hiring a room for meetings, and paying honoraria to their officers. They were anxious to do all the Council asked of them, but they could not do it on the present allowances.

MR. E. G. LIFF, Gloucester, failed to see why county branches should receive preferential treatment. MR. H. COTTON, Manchester, urged that branches needed more money for propaganda work, to enable them to "get in the 101,000 local government officers still outside the Association"—a figure that was later challenged by Mr. Archibald, who put the total of potential members not in N.A.L.G.O. at between 15,000 and 20,000.

MR. TAYLOR, opposing the Gateshead amendment on behalf of the N.E.C., pointed out that the proposal would cost between £3,000 and £4,000 a year, and would make an increase in subscriptions inevitable.

At present the N.A.L.G.O. subscriptions were the lowest for any similar organisation in the country.

The Council was, always prepared to consider any special needs or circumstances of branches.

Manchester Plea for Higher Rebate

MR. LEGH-SMITH, the honorary treasurer, reinforced this warning, pointing out that an increase in subscriptions would not help to bring in new members. MR. F. R. MANN, speaking on behalf of the biggest county branch in N.A.L.G.O.—West Riding County Officers—held that the N.E.C. proposal would adequately meet any call likely to be made by branches, and the amendment was defeated.

Then MR. H. S. BAILEY put forward a Manchester amendment to fix at 40 per cent the rebate for county branches and all other branches with a membership of 1,000 or more. Expenditure in the larger branches, he urged, was always exceptional when compared with that of the smaller ones. Manchester's membership, ranging from Cumberland to North Wales, was as scattered as that of many counties. It had done much work to assist in the attainment of N.A.L.G.O.'s objects, at heavy cost.

MR. A. F. HUTT, seconding, pointed out that the Association's success was largely due to the work of honorary officers. Manchester had more than 100 of them, and they were all overworked. It was not generally realised how great were the difficulties in a big branch. In Manchester today 1,000 members were in arrears with their subscriptions; if the branch were allowed to retain an extra 5 per cent it would be able to collect those arrears.

MR. BRODIE, Glasgow, thought that 35 per cent was adequate. Many branches had become too ambitious and had expanded too rapidly, without thinking of the cost.

After further speeches the amendment was lost. Another, submitted by the Surrey County branch, seeking to make the 40 per cent rebate to county branches no longer conditional upon recommendation of the district committee and approval of the Council, shared a similar fate. In view of the general attitude of Conference, Warwickshire branch withdrew its amendment to raise the percentages to 45 and 40 per cent respectively, and the Council's motion was then carried.

REPRESENTATION FOR RANK-AND-FILE

Direct Election Opposed

ONLY one more controversial topic remained to flag the energies of the delegates. This was a Southend-on-Sea motion asking the Council to consider the question of electing at least six of its members from those with salaries of £260 a year or less as direct representatives of the rank-and-file of the Association. MR. L. G. PRUTTON, moving it, contended that no member of the present Council was drawn from the rank-and-file. Most of the members of his branch were in this category, and he felt that they should have fixed representation. Although machinery existed for the election of the rank-and-file to the Council, it was almost impossible for an unknown member to secure election. The N.E.C. always expressed sympathy for them—but sympathy was not enough.

MR. A. L. DAWSON, Sheffield, moved an

amendment designed to secure the same result, but without direct representation, and asking the Council to urge branches, when making nominations, to remember that 69 per cent of all members earned less than £260 a year. Sheffield approved the principle of the motion, he said, but was opposed to direct representation, which might limit the number of "rank-and-file" councillors to six only. The amendment was defeated, as was another from Wimbledon to restrict the "rank-and-file" representatives to those under 30. Conference then rejected the Southend motion.

By this time delegates' patience had been exhausted and they polished off what remained of the agenda at record speed.

They agreed to make voting for election to the N.E.C. secret and to prohibit the admission as retired members of officers who failed to make application within 12 months of leaving the Service.

INDUCTION OF NEW PRESIDENT

Mr. Wilkinson's Farewell

Then the President, after announcing that next year's Conference would be held at Torquay, proceeded to induct MR. J. L. HOLLAND as President for 1938-39. Mr. Holland, who was cordially welcomed to the chair, acknowledged the honour conferred on him, and said that he would endeavour to hand over the badge of office to his successor as unsullied as he had received it.

MR. ARMITAGE was then invested with a replica of the President's badge and thanked the Council and Conference for the kindness shown to him during his year of office.

MR. HOLLAND expressed warm gratitude to the three retiring members of the Council—MISS L. H. WOOLDRIDGE, MR. S. C. ROBINSON, and MR. J. W. WILKINSON, chairman for the past two years. Mr. Wilkinson, replying, recalled that he was the oldest member of the Council, on which he had sat for 19 years. He was a living example of what the Association had achieved, for he was able to retire on superannuation before he was told that he must go. Further, he was a living refutation of the idea behind the Southend motion, that the rank-and-file could not obtain seats on the Council.

"When I came on to the Council," MR. WILKINSON declared, "I was earning less than £260 a year. There is nothing to prevent enthusiastic younger officers securing election under the present system."

MR. ARMITAGE then formally thanked the Mayor and Mayoress of Blackpool, the Corporation, and the local Conference Committee—and especially the joint honorary secretaries, MR. C. FIRTH and MR. J. S. UNDERWOOD—for all they had done to make the Conference such a success. Mr. Firth and Mr. Underwood replied, and Conference ended with "Auld Lang Syne."

BUILDING SOCIETY Expansion Continued

Continued progress was reported by the chairman, MR. J. T. BAKER, at the sixth annual meeting of the N.A.L.G.O. Building Society, held at Blackpool on June 7.

The report showed that the assets of the Society had advanced from £2,782,962 to £3,623,080; the Share Capital had increased by £669,063; Deposits had reached £735,515; the new mortgage business totalled £1,027,660—a record for any year since the Society's inception—and the unappropriated profit had been increased by £7,087 to £33,417, which the Committee regarded as very satisfactory over a period of 5½ years only.

MR. W. H. LEGH-SMITH Honorary Treasurer presented the accounts and balance sheet, reviewed the activities of the Society during the year, and stated that the members had every reason to be proud of its strong financial position.

After a number of observations on the report and accounts had been dealt with their adoption was approved.

A motion submitted by the Hornchurch branch urging the Committee of Management to consider the possibilities of interest on existing and future mortgages to members being calculated on half-yearly balances of principal, was lost, as was one submitted by R. S. MERRICK and T. ALEXANDER, of the Poplar branch, suggesting that interest on advances on mortgage should be calculated monthly, or for the same period as repayments are due, and that an even rate of interest should be applied to loans throughout the full term. A Leeds motion proposing that, in view of the considerable interests involved by reason of the present extent and probable further expansion of the Society's operations, an officer should be appointed to devote whole time service to its management and administration, was also defeated.

Replying to a Bradford motion declaring that the heavy survey and legal fees charged by the Society were hindering the introduction of new business, and asking for steps to reduce such fees, the Chairman agreed, on behalf of the Committee of Management to consider this matter and report. He also undertook to submit to the Committee a Coventry proposal for the addition, from January 1, of 1s. collecting fee in respect of mortgages, provided repayments are paid through the Local Correspondent.

A Glasgow motion to amend Rule 72 deleting all words after "Society" on line three and adding the words "four of whom shall be nominated by the National Executive Council and the remainder to be elected from the ordinary members of the Society other than members of the National Executive Council," was lost.

The chairman announced that the National Executive Council had decided to nominate MESSRS. J. T. BAKER, W. H. LEGH-SMITH, A. DENTON OGDEN, and A. PINCHES as its representatives on the Committee for the year, and they were unanimously elected. Voting took place for the remaining four seats, and MESSRS. W. W. ARMITAGE, H. ALTOUN, S. H. BRODIE and A. TEALE were elected.

The meeting closed with a hearty vote of thanks to the Committee.

LOGOMIA'S UNBROKEN PROGRESS

Another Year of Record Achievement

Continued progress in all departments was recorded at the 47th annual general meeting of the National and Local Government Officers' Mutual Insurance Association Ltd., held at Blackpool on June 7. Mr. S. LORD, Chairman of the Board of Management, moving the adoption of the report and accounts, said that, as in each of the previous 47 years of the Association's history, they had set up a new record.

Premium income now exceeded £75,000 and the total funds had reached £373,195. Investments, including the amount deposited with the High Court in respect of Life Assurance and Employers' Liability, amounted to £370,394. It was the duty of an insurance company to ensure that its assets were at all times sufficient to meet any possible claims and the Board of Management had always acted in accordance with that principle. There had been each year a continuous addition to reserve funds out of profits which might justifiably have been distributed amongst the shareholders.

The Life department had issued last year 1,044 new policies, and the annual premium income had increased by £9,000 to £61,563. New sums assured amounted to £277,000, compared with £275,000 in 1936. The expense ratio to premium income was exceedingly low, 7.9 per cent, against 8.56 per cent the previous year.

Mr. Lord emphasised that the whole of the profits in the Life Department went to benefit life policy holders, and not one penny was paid to shareholders. In 1937 the average sum assured per policy issued was £247, against £292 in 1936. To the younger officer he would suggest the advantage of carrying as much life assurance as he could afford. Life assurance provided him and his dependents with an immediate estate of considerable amount which it would take years to build up by any other method of saving.

Family Income Policy

He commended the family income policy to all the married members of the Association. The Superannuation Act of 1937 made provision for the assignment of part of a pension for the benefit of the widow but no provision was made for a widow's pension should the officer die during his period of service. To meet this the Board had extended the period of the annuity from 20 to 30 years, which should be amply sufficient to provide for the widow during her lifetime. Claims experience during the year had been excellent, with 11 claims only, involving payments of £2,887.

In the Fidelity and General Section, for which the Association was founded, the premium income had amounted to £12,417, whilst the claims during the year were exceedingly low, at £1,428. A special reserve of £9,182 had been accumulated against unexpired risks, including the reserve in respect of mortgage guarantees. The profits of this department went to the shareholders, and £4,640 had been transferred during the year to the profit and loss account.

Employers' Liability business was con-

ducted only in connection with householders' comprehensive policies. The ratio of claims to premium income was only 1.33 per cent compared with 1.95 per cent in the previous year. There was, however, always a danger that exceptional claims might have to be met, and therefore the reserve had been increased from £1,005 to £2,094.

There had also been a satisfactory increase in the Fire Insurance business. Claims had been comparatively small, and the net premium income had increased by over £600 during the year.

Cheaper Motor Insurance

Another 2,000 members had taken advantage of the motor insurance facilities, the number of policyholders now being 10,294. There was a premium saving of from £1 to £4 per policy on ordinary tariff rates, and claims were considerably dealt with by the insurers. Progress had been made in advances for the hire purchase of motor-cars, for which the terms offered were far better than those of any other finance corporation. The Board had decided not to extend the hire-purchase facilities to second-hand vehicles, in view of the risks involved and the fact that the cover for the advances was insufficient. In this decision they were supported by the practice of other finance corporations, only one or two of which did this class of business, and then only under very restricted conditions.

In conclusion the Chairman pointed out that the profit and loss account showed a balance to the good of £12,850, including the £5,668 earned during 1937. He paid a warm tribute to the support he had received from all the members of the Board, and particularly referred to the valuable services rendered by Mr. LLOYD, who was retiring this year. Thanks were also due to the medical referees, the local correspondents, and the headquarters staff.

The report and accounts were adopted unanimously.

The Chairman then moved alterations of Rules 46 and 52 designed to secure closer co-operation with the National Executive Council, as follows:

"46.—The Board of Management (in these Rules referred to as "the Board") shall consist of eleven members, five of whom shall be elected by the National Executive Council of the National Association of Local Government Officers (in this Rule referred to as "the Council"), and the remaining six by the members at a General Meeting. When it shall first happen that one of the six members of the Board elected by the members at a General Meeting who were in office on the first day of January, 1938, ceases to be a member of the Board the number of members of the Board shall be reduced to ten, five of whom shall be elected by the Council and the remaining five by the members at a General Meeting. The members to be elected by the Council shall be elected not later than the thirtieth day of June in each year and shall hold office until the next ensuing Annual General Meeting, but on retirement shall be eligible for re-election if eligible for membership of the Council. The members to be elected at a General Meeting shall hold office for a period of three years, but on retirement shall be eligible for re-election."

"52.—The members of the Board shall be paid all travelling and other expenses necessarily incurred by them whilst engaged on the Association's

(Continued at foot of next column)

"RESPONSIBILITY BEFORE POWER"

President's Reply to Civic Toast

ON Conference Saturday the Deputy Mayor of Blackpool, Ald. T. FENTON, entertained the President, Council and Officers of the Association to luncheon. Proposing the toast of N.A.L.G.O., Ald. Fenton praised the Association for its work in increasing the efficiency of members so that they might give still better service to their authorities, and in encouraging them always to show courtesy to the public. Of particular value was the public relations campaign and the work of the education department in enhancing the intellectual quality of officers.

The PRESIDENT, in reply, thanked the Deputy Mayor for the kindness and hospitality with which the Association had been received at Blackpool. Although the Conference agenda might give the impression that N.A.L.G.O. was primarily concerned with material needs, it gave place to none in its determination to preserve and foster the highest traditions of local government service. Its policy had always been to cultivate a sense of responsibility rather than of power.

On the Monday the National Executive Council entertained the local Conference Committee. Mr. J. L. HOLLAND, President-Elect, paid a high tribute to the Blackpool Committee for the great pains they had taken to secure the comfort and entertainment of the delegates and the success of the Conference. He thought that this was the best-run Conference he had ever attended.

Mr. T. L. POYNTON, President of the Blackpool branch, said that their success had been the result of team work in which the ladies and members of neighbouring authorities had shared. They owed a special debt to Mr. FIRTH and Mr. UNDERWOOD, the joint Conference secretaries. Mr. Firth and Mr. Underwood replied.

(Continued from preceding column)

business. The remuneration of those members of the Board who were in office on the first day of January, 1938, shall be such a sum not exceeding £750 annually as will entitle each of them to receive, so long as he continues in office, remuneration at a rate equal to the rate of remuneration received by him for the year 1937. No other member of the Board shall be entitled to any remuneration. All payments made to members of the Board in respect of remuneration shall be made free of income tax. The remuneration of the Auditors and Arbitrators shall be fixed from time to time by the members at the Annual General Meeting."

Mr. S. H. BRODIE, Glasgow, moved an amendment with the object of abolishing directors' fees forthwith, but after discussion this was defeated and the Board's motion to amend rules 46 and 52 was carried.

SIR JAMES CURTIS and Mr. C. A. W. ROBERTS, retiring members of the Board, were re-elected. It was agreed to appoint Mr. S. Langton Forwood, a Public Auditor of Messrs. Jackson, Pixley & Co., as auditor for 1937, in place of Mr. Andrew Binnie, who died during the year.

Votes of thanks to the Chairman, the Board, and the staff were passed unanimously.

BRIGHTER BRANCH JOURNALS

Editors Decide on Information Exchange

ONE of the most stimulating of the private meetings held during the Conference week-end was that at which some forty editors of branch magazines—past, present and prospective—discussed the value and aims of their publications and means of making them of still greater service to members. The meeting was called by Mr. M. J. Miles, editor of *Camera Principis*, Coventry; Mr. Norman Rogers, editor of *Croydon Calling*; and Mr. Frank Blair, editor of *The Guildman*, Leeds.

After a full review of opinion and experiences, it was decided to inaugurate a regular exchange of "copy" and information between all editors and to collect this information for the use of branches wishing to start a new magazine. In this way every prospective editor will be able to call on the experience and advice of his colleagues and to obtain from them detailed information on problems of printing or duplicating, advertising, circulation, propaganda and editorial policy. It is hoped that this will encourage many branches which have not hitherto produced a magazine of their own to consider doing so.

The editor of LOCAL GOVERNMENT SERVICE also undertook to devote a page

of the national journal each month to the branch magazine. This page will be edited by Mr. Norman Rogers, Town Hall, Croydon, to whom all communications should be addressed.

As a result of the meeting the accompanying list of existing branch magazines has been prepared. The editors of those marked with an asterisk have agreed to allow all material in their publications to be reprinted in other magazines without fee or prior consent, provided acknowledgment of the source is made. Editors of magazines not so marked but willing to provide this facility to their colleagues, and editors of any magazines which do not appear in the list, are asked to inform Mr. Rogers.

The first magazine page will appear in the September issue of LOCAL GOVERNMENT SERVICE.

Pressure on space this month unfortunately prevents us from commenting, as we had intended, on two recent additions to the ranks of branch magazines—West Bromwich's "Bando" and Somerset Branch's "Scribbles." We hope to refer to them next month, but in the meantime we offer them a hearty welcome.

N.A.L.G.O. BRANCH MAGAZINES

BRANCH	TITLE	EDITOR
*Blackburn	AT YOUR SERVICE	A. Shaw, Treasurer's Dept., Town Hall, Blackburn.
*Bradford	QUARTERLY REVIEW	Norman Dracup, Town Hall, Bradford.
*Coventry	CAMERA PRINCIPIIS	M. J. Miles, Council Offices, Coventry.
*Croydon	CROYDON CALLING	Norman H. Rogers, Town Hall, Croydon.
*Glasgow	CIVIST	John M. Anderson, City Assessor's Dept., City Chambers, Glasgow.
*Kent C.O.	KENT COUNTY CHRONICLE	R. L. Burton, Springfield, Maidstone, Kent.
*Leeds	THE GUILDMAN	Frank Blair, Room 57, Civic Hall, Leeds.
*Lancs C.C.	NALGO NOTES	P. Boardman, County Offices, Preston, Lancs.
*Isle of Thanet	THANET OFFICER	F. Bellchambers, Borough Treasurer's Office, 40, Grosvenor Place, Margate.
*Manchester	THE GUILD JOURNAL	W. Barker, Manchester Municipal Officers' Guild, 2, Mount Street, Manchester, 2.
*Monmouthshire C.O.	MONMOUTHSHIRE COUNTY OFFICERS' MAGAZINE	J. H. Morris, Secretary's Office, County Hall, Newport, Mon.
Newport (Mon.)	THE USKSIDER	R. E. Foster, Collection Office, Municipal Chambers, Newport, Mon.
Preston	THE BULLETIN	C. F. Courtenay, Orchard School, Preston, Lancs.
*Reading and District	MONTHLY BULLETIN	H. D. Sanderson, Education Office, Blagrove Street, Reading.
Salford	THE JOURNAL	J. H. McNeil, Town Hall.
*Sheffield	SHEFFIELD JOURNAL	H. Norton, Transport Dept., Division St.
Somerset	SCRIBBLES	E. J. Pratt, "Northover" Galmington, Taunton.
*Southport	UNDER THE CLOCK	J. W. Hunter, Town Clerk's Dept., Town Hall.
South Shields	THE JOURNAL	J. Yeoman, Town Hall.
St. Helens	ST. HELENS JOURNAL	F. E. Hewitt, Town Hall, St. Helens.
St. Pancras	ST. PANCRAS JOURNAL	H. R. Sinclair, Central Library, Chester Road, London, N.W.5.
Wallasey	THE WHEEL	The Editor, Town Hall, Wallasey.
Welwyn	THE CAMPUS	T. M. Montague, Council Offices, Welwyn Garden City.
West Bromwich	BANDO	H. P. Laycock, Borough Surveyor's Dept., West Bromwich.
*Wolverhampton	CIVIC	E. L. Packer, Education Office, Town Hall.
*Yorkshire (W. Riding)	COUNTY SERVICE JOURNAL	N. R. Calvert, Staff Club, 6, Bond Street, Wakefield.

LOCAL GOVERNMENT ON THE SCREEN

Conference Exhibition

AN innovation at Conference this year was an exhibition of local government films—the first of its kind ever held in this country—arranged by the Public Relations Officer.

Although the fact that the display took place immediately after the conclusion of Conference and in a hall some distance from the Winter Gardens made the attendance smaller than had been hoped, those who had the energy to go were rewarded with an interesting and instructive demonstration of the possibilities of the film in arousing public interest in municipal administration.

Seven of the eight films shown were selected from more than 30 now available illustrating various aspects of local government work. Of those seven, six were the work of amateurs, made at costs ranging from £2 to £75. Most ambitious was the Darlington Corporation's colour film of its services, made by the Darlington Cine Society under the direction of Dr. G. A. Dawson, for which the Health Committee paid £75. This film runs for an hour and has been seen by 8,000 people; although delegates were able to see a few extracts only, they were sufficient to illustrate the interest inherent in such a film and the great improvement provided by the use of colour.

Of the others, Channon Wood's graphic picture of Kensington slums and rehousing projects, G. H. Hesketh's brilliant and imaginative study of slum clearance in Liverpool, T. Pearson's comprehensive and skilfully-photographed review of fitness activities, produced for the Lancashire County Council, and Le Neve Foster's story of sewage disposal in Manchester were outstanding. Of particular interest to those concerned with the possibilities of the film in education was F. W. Allen's "Water Cycle," showing how simple shots, skilfully cut and blended, can be made to tell a difficult story clearly.

The remaining two films were in a different category and showed what the commercial producer can do with his greater technical resources. Grierson's fine "Smoke Menace" spoke its message with force and conviction. "Our Friend the Dustman," first in the library of civic films being prepared by "The Town and County Councillor" was unique as an example of civics made easy for school-children.

High praise is due to Mr. T. Pearson, of the Lancashire County Council Health Department, who, at the cost of considerable time and trouble, secured the highest possible standard of projection for the films. It is hoped that next year we shall be able to give delegates the first programme of N.A.L.G.O.'s own films.

"YOUR CITY" BLOCKS

MR. W. BARKER, editor of "Your City," Manchester Guild's fine civic handbook described in last month's journal, informs us that the type is now being broken up and that he will gladly loan the blocks—together with blocks from *The Guild Journal*—to editors of branch magazines.

PUBLIC RELATIONS PROGRESS

N.A.L.G.O. Research Groups Proposed

N.A.L.G.O.'S newly-formed group of branch public relations correspondents held their first meeting on Tuesday, June 7, with MR. J. L. HOLLAND, the new President and chairman of the Publications and Public Relations Committee, in the chair. Mr. ALEC SPOOR, the public relations officer, after welcoming the correspondents, reported on the progress so far made in the public relations campaign and outlined plans for its further development.

So far, he said, although most of the work had been preparatory, many of the 250 correspondents already appointed had done most useful work. One was arranging a series of broadcasts on local government; several were planning the production of films; others were arranging courses of public lectures, promoting essay competitions for school children, preparing civic booklets, securing the publication of articles by officers in their local newspapers, and displaying books on local government in their public libraries. Many had supplied him with press-cuttings of letters and articles criticising local government to which he had been able to reply.

Outstanding examples of public relations work had been the Manchester Centenary Exhibition, in the preparation of which officers had played a large part, and the publication by the Manchester Municipal Officers' Guild of the booklet, "Your City," of which 25,000 copies—5,000 of them given free by the guild—had been supplied to the children in Manchester schools, where the publication had been made a standard text-book.

Turning to future propaganda work, Mr. Spoor suggested the formation of N.A.L.G.O. research groups to investigate local government problems and to publish popular reports upon them. Such reports, he suggested, if prepared and presented in a simple and interesting style, would secure great publicity and would enhance the prestige of the Association and the local government service. There were many topics in urgent need of fuller investigation—such as rates, the relation between salaries in local government and in the similar professions outside, the need for more effective education in civics and citizenship, the impact of scientific discovery and invention, the effect on administration of a falling birth-rate, the virtue or otherwise of administrative methods abroad—all of which local government officers were particularly well fitted to investigate.

N.A.L.G.O. should also seek, Mr. Spoor suggested, to encourage greater use of the exhibition in arousing public interest in municipal affairs. He would like to see the Association form the nucleus of such an exhibition which could be loaned to local authorities. He was already collecting all the material available on such exhibitions for the use of officers or authorities seeking to promote one.

Of supreme importance in any public relations policy was the approach to the schoolchild. Given the right stimulus,

the right approach, boys and girls would find an absorbing interest in civic affairs—an interest which would remain with them as a constant urge to understand more and to improve. Could not N.A.L.G.O. collaborate with the teachers in seeking the best means of telling the story of local government in the schools? They should try to make their children citizens as well as inhabitants of their localities.

There were many other possibilities in the almost unbounded field of public relations. They had already embarked on the use of the film in bringing home to the public something of the romance, the range and the significance of local government. No medium could do what they wanted to do more swiftly and more effectively. Could they not get more local government broadcasts? The radio had scarcely begun to explore the vast field of interest in local government.

A propaganda campaign for local government would call for all the enterprise, imagination and hard work of which they were capable. But the effort would be emphatically worth while and the rewards beyond their reckoning.

MR. W. BARKER, Manchester, described the organization of the Manchester exhibition and stressed its value in winning the support and appreciation of ratepayers. Its best advertisement had been the children, who had been taken in the morning and who had persuaded their parents to go in the evening.

MR. NORMAN ROGERS, Croydon, urged that any public relations programme must be kept elastic, able to adapt itself to changing circumstances. He suggested periodical conferences of correspondents, the circulation to all of news of the work of others, and the enrolment of students in research groups.

MR. RUFFE-WILLIAMS, Newport, Mon, described how 40 correspondents in his district had each undertaken to maintain contact with their local newspapers and to supply them with local government news.

Replying to MR. SHORT, Gateshead, who urged stronger support by the Association for lecture programmes, MR. L. HILL, the general secretary, announced that six model lectures were being prepared and would shortly be available to branches.

(Continued from next column)

there was no time fully to discuss many educational matters and the chairman promised that more frequent meetings of correspondents should be considered by the committee. The publication of reports by each area for circulation amongst the others, and of a list of novels suitable for the local government officer, were suggested.

The president, MR. J. L. HOLLAND, urged that local authorities be persuaded to provide educational facilities despite criticism in some quarters. Local government, he said, was "over-departmentalised" and area committees were valuable in breaking down this outlook. The financing of area committees was shortly to be considered by the education committee.

AREA EDUCATION DEVELOPMENTS

More Meetings Promised

At a meeting of more than 120 education correspondents and other representatives for "an informal exchange of views" on Tuesday, June 7, with MR. J. CHASTON (N.E.C.), F.C.I.S., F.S.I., in the chair, reports of the area education committees were presented.

MR. S. HEWETT-EMMETT, Metropolitan, indicated that a survey of educational facilities of the district was being undertaken so that gaps might be filled by special courses, and that a series of preliminary lectures, for junior officers was to be arranged.

MISS I. STANSFIELD, North Western, spoke of the arrangement of lectures, firstly at one centre only, and secondly on a peripatetic basis, at a number of centres. The latter system had proved more satisfactory.

MR. W. TEMPERLEY, North Eastern, reported the co-operation of Professor D. T. Jack, of King's College, Newcastle, to the committee, and the proposed organization of classes at Constantine Technical College for the London University diploma in public administration.

MR. A. N. STOCKDALE, Yorkshire, suggested that the area committee, whilst submitting ideas to the district committee, should act independently. He reported negotiations with the University College of Hull to establish a diploma, and that consideration was being given to the formation of group committees.

MR. J. CHASTON, East Midland, said that the University College of Nottingham had been approached to establish a diploma.

MR. A. MARSTON, West Midland, reported the establishment of courses in public administration at Coventry and the proposal to hold lectures next session.

MR. S. W. EDWARDS, Eastern, expressed the opinion that, in view of the geographical distribution of the membership of the area, the group system had not worked well. A drive was to be made to interest officers in education.

MR. F. BRISTOW, South Eastern, reported the proposal to organize a week-end school in the early autumn. There was no university to serve as a focal point for activities in the area.

MR. F. V. MERRIMAN, Southern, explained that although a large number of people in the area were interested in the study of local government much of the work had been done outside N.A.L.G.O.

MR. F. J. MASON, South Western, drew attention to the establishment of two area committees in the district. It was to be made possible for students sitting for the diploma in public administration at Bristol University, who would find it difficult to attend lectures there, to take the course at another centre. A week-end school had been planned for Exeter in the early autumn.

MR. S. H. BRODIE, Scottish, thought that there was room for educational work appealing to the mature officer and suggested a refresher course for those having considerable experience of local government.

In a general exchange of views which followed, the complaint was made that

(Continued at foot of previous column)

PROVIDENT SOCIETY

Lively Debate on Election of Committee

ANOTHER year of continued progress was recorded at the annual general meeting of the Provident Society, held at Blackpool on June 3, with Mr. T. Nolan in the chair.

The annual report stated that new enrolments under the Sickness Scheme (Table I), and the Death Benefit Scheme (Table II) totalled 1,659, compared with 1,761 in 1936. More new members, especially junior members, were needed if the Sickness Scheme was to maintain the transfer to the members' "Rest" Fund of 84d. for every 1s. contributed to the Common Sick Fund. After deducting 522 resignations, insurances totalled 18,836. Of the 22,121 members of the Society, 3,285 were in the Hospital and Nursing Home Scheme, which was a greatly appreciated part of the Society's activities.

During the year, 3,509 members had received benefit amounting to £15,392 under the Sickness Scheme, compared with 2,536 members and £12,684 in 1936—an increase due largely to the influenza epidemic in the Spring of 1937. The "Rest" Fund totalled £122,347 and the Deposit Account to £50,519.

On the motion of the Chesterfield branch the Committee of Management was instructed to examine the possibility of providing for the insurance of women and/or children of members.

A lively debate took place on a Glasgow branch amendment to a motion of the Committee of Management dealing with the government of the Society. The Committee sought to have the Trustees, Treasurer, and seven of its ten members nominated by and from the National Executive Council; Glasgow's motion, moved by Mr. S. H. Brodie, sought to restrict membership of the Committee, excluding the Trustees and Treasurer, to eight, four of them nominated by and from the Council and four elected from members of the Society other than members of the Council.

Although opposed by the Committee on the ground that it would disfranchise all but four members of the Council, this amendment was carried.

On a ballot Messrs. T. E. Brierley (Coventry), S. H. Brodie (Glasgow), and A. C. Eaton (Blackpool) were elected to the Committee of Management.

ABINGDON STREET SITE

Purchase Scheme Approved

Earlier, a special meeting had discussed the proposal for dealing with the Abingdon Street site. It was recommended that the Society should buy Nos. 25, 26, and 27, Abingdon Street—it already owns 24—and build a block of offices on the site at a total cost of £210,000. The offices would be rented to N.A.L.G.O. at an annual rent of £7,875, representing 3½ per cent on the outlay. Mr. W. H. Legh-Smith, the honorary Treasurer, pointed out that this scheme would provide the Society with an outlet for its surplus funds for several years. The scheme was approved by a substantial majority.

BLACKPOOL—OUTSIDE THE CONFERENCE

A Whit-Sunday Scene

Though busy delegates may have seen little of it, Blackpool does not devote its exclusive attention to catering for annual conferences. Here is a picture of another aspect of the town's activities, as observed by Mr. Geoffrey Wood, of the Esher branch.

At noon on Whit-Sunday morning the wide South Shore Promenade presented an amazing spectacle. As far as one could see stretched a solid mass of people, an unforgettable slice of English, and, more particularly, of Lancashire life, revelling in the



Salvation Army on Sunday

town's unrivalled possibilities for mass entertainment and diversion.

Here a Herb Pill Specialist portrayed so convincingly, by word and picture, the horrors of indigestion that I nearly rushed forward at the end of his "spiel" to grab three boxes of his famous pills, which he was selling, without difficulty, at 2s. 6d. There, a small but intensely zealous Salvation Army group was conducting a service on the beach. It differed from the usual, however, owing to the presence amongst its members of a most striking old lady, who upon my arrival had just been christened "Grannie" by the crowd of spectators. "Grannie" must have been nearly 80, but her charm lay in the energy of a magnificent wealth of gesture, as, with true religious fervour, she led the community singing. I recall one snatch of a hymn which she "put over" in most affecting style—

"If there's shadows in the Valley
There's sunshine on the Hill"
(Now, all together, folks!)

Entirely different were the amusements on the town side of the Promenade, including every known device to extract money from a gullible public. At one point two dusky Africans, in full war paint, were apparently hypnotizing a native girl. Next door, a hearty baritone,

(Continued at foot of next column)

APPROVED SOCIETY

Investments up by £227,350 : 2,456 More Members

At the annual meeting of the Nalگو Approved Society at the Winter Gardens, Blackpool, with the president of the Society, Mr. S. LORD, in the chair, Mr. R. W. COPPOCK, chairman of the management committee, presented the annual report recording continued progress. He stated that:

During the year membership had increased by 2,456 to 26,566 ;

The total investments at December 31, 1937, were £227,350 ;

Last year, 7,236 claims for additional benefits amounting to £12,614 had been paid, compared with 6,891 claims and £11,946 in 1936. Of last year's total, £9,468 was paid to 4,479 claimants for dental benefit at an average of £2 2s. 3d. each ; and

Representations had been made to the Minister of Health as a result of the effect upon many local government officers of the Widows, Orphans and Old Age Contributory Pensions (Voluntary Contributors) Act, 1937, but had met with no success. All but 62 of the 11,198 voluntary contributors had decided to remain members of the Society. Mr. Coppock paid tribute to the work of the staff and the report was adopted.

To secure closer co-operation with the National Executive Council, the committee of management recommended that on the retirement of Mr. Lord, who had been president since the inception of the Society, the President of the Association for the year should be elected as president of the Society. Five vice-presidents and three trustees should be nominated by the N.E.C.

Mr. Lord announced that Mr. W. E. LLOYD was retiring from the office of Trustee which he had held since 1925. Mr. A. G. M. ARCHIBALD was elected in his place.

News was also received of the retirement of Mr. G. W. COSTER, who had been connected with Approved Society work since the inception of the National Health Insurance Act, having acted as trustee to the National Poor Law Officers' Association Approved Society since 1912, as president when the societies merged, and since then as vice-president. Mr. E. L. RILEY was elected to succeed him.

(Continued from preceding column)

accompanied by a small band, was leading his customers in singing "You can't stop me from loving you," while assistants sold copies of "42 Smash Hits for 6d."

Next came food-stalls, selling, in addition to the customary rock and ice-cream, such rich and rare dishes as "Picked Potted Shrimps," "Choice Blue Points," "Leaf Tripe," and "Bosley Beef Sandwiches."

My last recollection was a chemist's shop which displayed three great boards bearing, respectively, the words, "Tonic Pick-me-ups, 6d.," "Liver Rousers, 4d.," and "Headache Draughts, 3d." Is it fair that visitors to this incomparable seaside city should have these blatant monuments to their follies so conspicuously advertised? In passing, I am told that the 6d. Tonic Pick-me-ups had a lively sale amongst N.A.L.G.O. delegates on the first morning of Conference !

NATIONAL EXECUTIVE COUNCIL

The following is a list of those elected to the National Executive Council 1938/9 and the votes they received

The new members of the Council are Miss E. Dawson, and Messrs. W. E. Hudson, H. Russell, R. T. Shears, H. W. Smith, and J. H. Tyrrell

METROPOLITAN.

J. T. Baker ...	Rate Collector, Lambeth M.B.	7156
A. A. Garrard...	Assistant Secretary to the Education Committee, East Ham C.B.	5533
E. A. S. Young	Assistant Director of Education, Willesden B.	5360
A. Pinches ...	Chief Electricity Collector, Croydon C.B.	4567
F. E. Cox ...	Assistant Chief Relieving Officer, L.C.C.	4244
F. D. Barton ...	Borough Engineer and Surveyor, Hammersmith M.B.	4137
L. Worden ...	Town Clerk, Hendon B.	3900

NORTH WESTERN AND NORTH WALES.

T. Freeman ...	Chief Accountant, City Treasurer's Dept., Manchester C.B.	13711
L. H. Taylor ...	First Committee Clerk, Salford C.B.	11284
E. L. Riley ...	Superintendent of Lettings, Housing Dept., Liverpool C.B.	11020
J. W. Singleton	Borough Librarian, Accrington B.	10640
C. A. W. Roberts	Manager, Walton Hospital, Liverpool C.B.	10530
E. H. Mason ...	Assistant Traffic Superintendent, Transport Dept., Manchester C.B.	10356
H. Russell ...	Chief Clerk, Gas Dept., Salford C.B.	10222
J. H. Warren ...	Clerk and Solicitor of the Council, Newton-in-Makerfield U.D.C.	9164
J. H. Tyrrell ...	Deputy Public Assistance Officer, Lancashire C.C.	7061

NORTH EASTERN.

V. Grainger ...	Senior Grade Clerk, City Treasurer's Dept., Newcastle-on-Tyne C.B.	3755
J. W. Vince ...	Clerk, Education Committee, Durham C.C.	2536
R. E. Heron ...	Chief Clerk, Education Dept., Sunderland C.B.	2241

YORKSHIRE.

H. Allen ...	Senior Clerk, Treasurer's Dept., West Riding C.C.	7502
A. G. Bolton ...	Senior Accountancy Assistant, Harrogate B.	6940
T. Nolan ...	Senior Clerk, Electricity Dept., Leeds C.B.	6169
R. E. Sopwith ...	Senior Inspector of Schools, Education Authority, Sheffield C.B.	5870
J. H. Clark ...	2nd Assistant (Rates Section) City Treasurer's Dept., Wakefield C.B.	5051

EAST MIDLAND.

A. B. Day ...	Surveyor of Buildings, Education Dept., Nottingham C.B.	3493
J. Chaston ...	Clerk to the Council, Kettering U.D.C.	3301
L. E. Rumsey ...	Clerk of the County Council and Clerk of the Peace, Leicestershire C.C.	3201

WEST MIDLAND.

F. H. Harrod ...	Director of Education, Coventry C.B.	351
G. A. Stone ...	Controller and Licence Officer, Taxation Dept., Worcester-shire C.C.	345
H. Taylor ...	Deputy Town Clerk, Stoke-on-Trent C.B.	330

EASTERN.

E. F. Bacon ...	Superintendent, Attendance and Juvenile Welfare Dept., Education Committee, Norfolk C.C.	230
A. Denton Ogden	Chief Sanitary Inspector, Chelmsford R.D.C.	212
W. E. Hudson...	District Clerk, Essex Education Committee (Dagenham Dist.) C.C.	157

SOUTH EASTERN.

W. A. N. Baker	Chief Sanitary Inspector, Maidstone B.	2719
H. J. Altoun ...	Rating Officer, Hastings C.B.	2166
H. W. Smith ...	Senior Clerk, Kent C.C.	1229

SOUTHERN.

D. L. Griffiths...	Town Clerk, Aldershot B.	2045
F. V. Merriman	Chief Educational Officer, Reading C.B.	1655

SOUTH WESTERN.

C. J. Newman...	Town Clerk and Clerk of the Peace, Exeter C.B.	3591
E. J. Stead ...	County Surveyor, Somerset C.C.	3284
R. T. Shears ...	Senior Officer, Clerk's Dept., Devon C.C.	2361

SOUTH WALES AND MONMOUTHSHIRE.

A. J. Gould ...	Clerk of the Rhondda and Pontypridd Guardians Committee, Glamorgan C.C.	2349
G. Llewelyn ...	Chief Clerk, County Accountant's Dept., Monmouthshire C.C.	2281

SCOTTISH—Glasgow Area.

A. G. M. Archibald	Chemist, Chemists' Dept., Glasgow B.	Returned unopposed
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East and North Area.

H. G. Pope ...	City Assessor, Aberdeen B.	Returned unopposed
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South and Western Area.

J. Brown ...	Chief Committee Clerk, Lanarkshire C.C.	Returned unopposed
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WOMEN.

Miss I. Stansfield	Assistant, Juvenile Employment Bureau Education Dept., Manchester C.B.	28300
Miss E. Dawson	Senior Clerk, Education Dept., Leeds C.B.	16441

Education Page

IMPROVED EDUCATIONAL FACILITIES

CRITICS of our annual Conference have drawn attention to the fact that much of the matter discussed is of a domestic character. One must admit frankly that there is much truth in this criticism. Delegates seem to be more inclined to debate rules than actual policy.

The post-entry training scheme included in the Education section of the report contained sufficient material and was a matter of sufficient importance to justify a first-class debate, but unfortunately did not arouse the enthusiasm which it merited. Conference approved the scheme in principle with amendments submitted by the Metropolitan district committee. The whole scheme as amended is now to be forwarded to branches, and it is hoped that both Branches and area education committees will give the scheme detailed consideration, submitting their observations to the National Executive Council. Post-entry training is of vital importance to local government officers, and if we are to secure the co-operation of local authorities charged with the duty of providing adult education, we shall hold a most effective weapon if a successful post-entry training scheme is devised. Local authorities as yet show little interest in the training of their staffs after entry to the service, and the scheme should at least awaken some interest among authorities.

Conference decided that the interest on loans for educational purposes should in

future be 2½ per cent. per annum, this charge to include all administrative expenses. The favourable conditions upon which money can now be borrowed ensure that no officer need be prevented from taking his professional, technical, or vocational qualification by reason of financial difficulty. Those who have already obtained loans will be notified in due course of the adjustments now being made.

Conference has approved a revised scholarships scheme, details of which will shortly be sent to branches based on the following principles:

The object shall be to encourage the study of public administration.

A scholarship shall be available only for preparation for a degree in public administration or a diploma in public administration of a British university or university college.

Scholarships shall be awarded on the results of (i) a thesis, not exceeding two thousand words, on an approved subject related to public administration, adjudicated by a selection board upon which university representatives will be invited to serve, and (ii) an interview with the selection board.

Before a member is entitled to submit a thesis as a candidate for an award he or she must have passed a professional, technical or vocational examination approved by the National Executive Council, and must have been a member of

the Association for not less than two years. Fourteen scholarships, each valued at £30, shall be offered annually.

Here again, ample opportunity is afforded to students who are interested in the study of public administration to benefit by the Association's educational facilities.

Students and those interested in reading public administration may obtain books on loan from N.A.L.G.O.'s lending library for a period of one year at one-third the published price. A catalogue can be supplied and books not in stock can be obtained immediately.

It has been a practice to hold summer schools at Oxford and Cambridge in alternate years. The Education committee decided to hold a school in Bangor this year in the hope that it would give an opportunity to students who had previously found Oxford or Cambridge inaccessible. There are still vacancies at the Bangor school, and branches are urged to encourage their members to enrol.

Summer School at St. Andrews

At the Scottish summer school at St. Andrews, opened by Lord Provost Phin of Dundee, interesting speeches were made by the President, Mr. J. L. Holland, Mr. G. S. Fraser, town clerk of Aberdeen, and Mr. John Chaston, Kettering. They stressed the importance of study and expressed pleasure at the Association's new educational programme.

Why not Qualify in 1939?

BEFORE IT IS TOO LATE

Make sure of success in the examinations of the Incorporated Association of Rating and Valuation Officers in 1939 by enrolling now

As the new syllabus comes into force in 1940 introducing new and highly technical subjects needing a longer period of preparation and increased cost of tuition, students are urged to enrol now, under the present syllabus

Write for a copy of the booklet "Last Opportunity" to N.A.L.G.O.
Education Dept., 24, Abingdon Street, London, S.W.1

HEADQUARTERS ANNOUNCEMENTS

N.A.L.G.O., 24, Abingdon St., Westminster, S.W.1. Telephone : WHITEhall 9351. Telegrams : Natassoc, Parl., London.

General Secretary : L. Hill.

Deputy General Secretary, Legal Secretary and Insurance Secretary : J. Simonds, M.A., Barrister-at-Law.

Accountant : H. G. Baker.

Organizing Secretary : J. B. Swinden.

Education Secretary : H. Slater, B.Sc. (Econ.), F.C.I.S.

Special Activities Secretary : H. Wright.

Public Relations Officer : A. Spoor.

Divisional Secretaries :

Metropolitan and Eastern : T. M. Kershaw, 24, Abingdon Street, S.W.1; WHITEhall 9351.

North Western and North Wales : Haden Corser, 2, Mount Street, Manchester, 2; Blackfriars 7668.

North Eastern and Yorkshire : W. Cecil Wood, 12, East Parade, Leeds, 1; Leeds 24861.

East Midland, West Midland, and South Wales : J. E. N. Davis, Prudential Buildings, St. Philip's Place, Birmingham, 3; Central 1836.

South Eastern, Southern, and South Western : F. Thomas, Room 60, Somerset House, Reading; Reading 3880.

Scottish : J. M. Mortimer, 67, West Nile Street, Glasgow, C.1; Douglas 404.

IMPORTANT DATES

June 25-July 2.—Summer school in Berlin.

July 16-23.—Summer school at Bangor, North Wales.

July 30.—Third quarterly return of alterations in register of membership.

COST OF LIVING

The average percentage increase in the cost-of-living index over the July, 1914, level for each of the past six months is :

January 59	April 54
February 57	May 56
March 56	June 55

The percentage increases for the past

Please note that the life membership contribution to the Benevolent and Orphan fund has been increased from £2.2.0 to £5.5.0, as from the date of Conference—June 4, 1938.

three months in each of the five groups on which the index figure is based are :

	Apr.	May	June
Food	37	39	38
Rent	59	60	60
Clothing ..	110	110	110
Fuel and Light	85	85	80
Other items ..	75	75	75

HEADQUARTERS AND BRANCH

The following circulars have been sent to branch officers :

May 16

59/BS/38 (To each Building Society correspondent or branch secretary.)

(a) Enclosing agenda and minutes of annual general meeting (copies are sent to each member).

(b) Concerning mortgage business.

May 19

60/CONF./38 (To Conference delegates.)

(a) Enclosing final Conference agenda and regarding

(b) card votes,

(c) special railway facilities,

(d) Conference sports competitions, and

(e) tickets for tours, entertainments, etc.

61/GEN/38 (To Conference delegates.)

Concerning the national campaign of salaries and service conditions, and enclosing a statement containing observations by the N.E.C.

June 9

62/AS/38 (To each local correspondent of the Approved Society.)

(a) Enclosing cards for the 2/38 period and setting out instructions for return of cards for 1/38 period and claiming expenses

(b) Regarding additional benefit and sickness claims.

LATEST ON "BEANO" SELLING RACE

Are You in the Running for a Free Holiday?

The competition to sell BEANOS is raging fast and furious.

Holidays at Mentone in the French Riviera, Paris, Lugano, and at either of the Association's holiday centres or private hotel in North Wales, are to be given free to those who sell the greatest number of BEANOS up to August 31.

Why not join in the race? There is still two months in which to win one of these fine prizes.

Competitors are divided into three classes, to give all an equal chance—those with a branch membership of 501 or over, as shown in the 1937 annual report, those with 101-500, and those with 100 or less.

Here is a commentary on the present position of the branches to which the greatest number of BEANOS has been sent.

Class I.—Middlesex and Lanarkshire are running neck-and-neck, closely followed by West Riding and Hull, with Manchester and Brighton hard on their heels. Then follows a group including Croydon, Bolton, Lancashire, Kent, and Sheffield. Leeds, Southend, and Coventry stand a good chance if they put on a spurt, between now and the end of August. London C.C. and Edinburgh closely follow.

Class II.—Southampton holds the lead at the moment, but is challenged by Luton

and Norfolk, in turn hard pressed by Canterbury and Bournemouth, with Birmingham, Norwich, Wandsworth, Willesden, Southport, and Rotherham not far behind.

Class III.—Airedale and Wharfedale are heading the list, with Hornchurch, Newark, and Shrewsbury trying hard for second place. Hertfordshire comes next, with thirty or more close behind. In this class, the race should be most lively, a great number of branches standing a good chance of success.

Members in small branches, however, should not be discouraged, since the prizes will be awarded to the individuals selling the greatest number of BEANOS. Some of the bigger branches are dividing their supplies among several sellers, and it does not follow, therefore, that the branch with the biggest supply will win the prizes.

Do not restrict your efforts to your colleagues in the Service. Uncles, aunts, cousins, friends, enemies, if you like, councillors, tradespeople, neighbours—everybody, in fact—would be "tickled to death" to buy a BEANO. And a sale to any one of them will do two good things. It will swell the funds of your own Benevolent and Orphan Fund, and it will bring you nearer to winning a magnificent holiday abroad, or at home, in 1939. Help us to help you to help yourself!

I.P.A. CONFERENCE AT BRISTOL

To discuss training problems

Members living in the West of England are welcomed to a summer conference of the Institute of Public Administration at Bristol from July 15-18 at which papers are to be read by Sir Henry Bunbury on "The Civil Service"; L. Hill, General Secretary, N.A.L.G.O., on "Local Government"; Professor Ernest Barker on "Selection and Education for the Administrative Class"; and E. J. Stead (National Executive Council, N.A.L.G.O.) on "Transport and Allied Subjects." Those intending to be present should apply to the I.P.A., Palace Chambers, Bridge Street, Westminster, S.W.1, for advance copies of the papers for discussion.

FLIGHTS OVER LONDON

Arrangements, which should have a special appeal to those visiting London, have been made for members and their friends to see London from the air.

A conducted tour of the airport of London, a half-hour flight in an air liner, tea at the Aerodrome Hotel, and travel to and from Croydon are included in the cost—21s.

Departures are to take place on Saturdays from Bush House, Aldwych, W.C.2, at 1.30 p.m.

Members resident in London and its suburbs are invited to make up a party. All bookings must be accompanied by remittance and addressed to :

N.A.L.G.O. Special Activities Dept., 24, Abingdon Street, London, S.W.1.

DESPISED

A threepenny "bit" is a social outcast—scorned and often rejected. Yet, one each week, brings you:

Seven shillings a week when you are ill;

If you keep well twopence a week back, and

Free residence at Nalgo House, finest convalescent home in the Peak district, to recuperate.

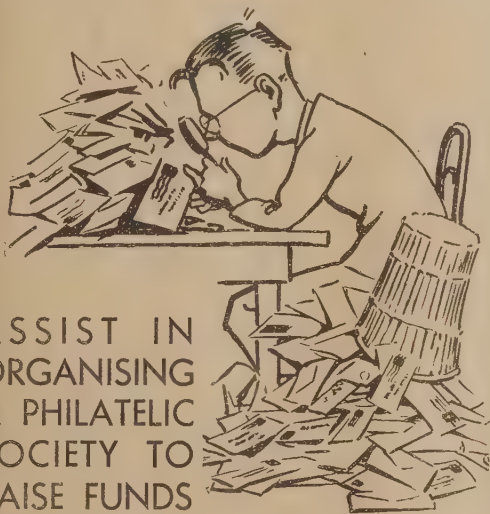
It's worth threepence a week.

First, get full details of the scheme from your local correspondent, or direct from the

Nalgo Provident Society
24, Abingdon Street, London, S.W.1

HOW TO HELP

THE N.A.L.G.O. BENEVOLENT & ORPHAN FUND



ASSIST IN
ORGANISING
A PHILATELIC
SOCIETY TO
RAISE FUNDS

Those interested please communicate with N.A.L.G.O.,
24, Abingdon Street, London, S.W.1.

Travel – Study in AMERICA



Visitors to the Capitol, Washington

The party of English local government officers, touring Canada and New York, last year, were accorded civic receptions conducted round municipal centres, and shown the working of local administration of great cities in the New World. A similar expedition is to be arranged for 1939 to important cities in the United States from

July 29th to August 27th, 1939

Leaving Liverpool in "SAMARIA" (20,000 tons)

**BOSTON, PHILADELPHIA
ATLANTIC CITY
WASHINGTON
RICHMOND**

NEW YORK (for World's Fair)

Returning to Southampton in "GEORGIC"
(28,000 tons)

Fare 80 guineas

(Subject to any fluctuation in U.S. rail fares.)

Inclusive of ocean and rail travel, hotels, meals, sightseeing, gratuities on land, baggage transfer, etc.

Further particulars from N.A.L.G.O.
Special Activities Department,

24, ABINGDON STREET, S.W.1



SALARIES and SERVICE CONDITIONS



SALARIES

West Hartlepool.—Nine officers have been re-graded with appropriate increases in salary as a result of the divisional secretary's interview with the general purposes committee.

Gateshead.—The salaries of several officials have been reviewed by the local joint committee, and recommendations for increased salaries approved.

Seaham U.D.C. finance committee received representations from the divisional secretary, during the course of an interview on proposed revision of salaries scales.

Pontefract Corporation has been asked to adopt the West Riding joint council's salaries scales, and the divisional secretary has interviewed the finance committee.

Similar applications have also been submitted to **Rotherham Corporation** and **Hoyland U.D.C.**, and in each case an interview has been promised.

Earby U.D.C. has adopted revised scales of salaries.

Montgomery C.C.—As a result of representations by the local branch, the scales of salaries have been revised to provide three grades, as follows:

Grade 1	...	£225 × £12½ — £300
" 2	...	125 × 10 — 225
" 3	...	72 × 6 — 125
Office boys	...	10s. or 12s. 6d. × 2s. 6d. — £1
(At discretion of clerk to the council.)		

Present salaries of those in grades 1 and 2 are to be increased by 5 per cent, and in grade 3 by 7½ per cent immediately, eventually to be merged as the officer proceeds by increments towards the new maximum salary.

Wigan.—On the Association's application the salary of the chief clerk in the works department was increased.

SUPERANNUATION

The following Authorities have adopted the 1922 Superannuation Act on the dates given:

Aberystwyth B.	1.4.38
Redditch U.D.C.	1.10.38
Llanelli R.D.C.	1.4.38

Brighouse B.C. has decided to increase the allowance in respect of non-contributory service from 120ths to 80ths in all cases.

SERVICE CONDITIONS

Northwich.—The following arrangements for annual leave have been negotiated by the branch, through the joint committee: Heads of departments are to receive 4 weeks leave, deputies 3 weeks, others 2 weeks;

Annual leave shall not be arranged without regard to work of council;

Newly-appointed officers who start duty between January 1 and June 30 shall be allowed one-half the usual leave provided that,

- (i) the officer shall have been employed 6 months, and
- (ii) the officer starting between June 15 and 30 inclusive shall be entitled to calculate qualifying period of 6 months from June 15.

Chorley.—Holidays for juniors have been increased from 10 to 12 working days, on the application of the Association, and officers over 26 years or passing the general division of the salary scales have had their leave increased from 12 to 14 working days.

Wirral.—As a result of an application by the Association the following new scale of holidays, will operate:

	Working days
Chief officers (defined by local authority)	28
Deputies and others with 20 years' service or over	21
15 to 20 years' service	18
10 to 15 years' service	16
Juniors and temporaries	12
Revised annual holiday allowances have been adopted by the following authorities as shown:	

Huddersfield C.B.

	Working days
Males: £200 or under, or £201-£349 with less than 10 years' service	12
£201-£349 and 10-15 years' service	15
£201-£349 and 15 years' service or more, or with £350 or over	18
Chief officers	24
Females: Juniors	12
Seniors with £150, or 10 years' service, or over £150 but less than 10 years' service	15
Seniors with £150 and 10 years' service	18

Wallsend B.

Up to £250, or up to 10 years' service	12
£250-£300, or 10-15 years' service	15
£300 or over, or 15 years' service or over	18

Redcar B.

Less than 10 years' service and less than £250	12
10-15 years' service	15
15 years' service or over, or with £250 or over	18

Stoke Newington Metropolitan B.C.

The council has agreed to amend the office hours as follows:

Original: 9 to 5.30—1½ hours lunch; Saturdays 9-1.

Amended from April 1, 1938: 9 to 5—1 hour lunch; Saturdays 9-12.30.

(Continued at foot of next column)

LOCAL GOVERNMENT SUPERANNUATION ACT, 1937

Supplementary School Teacher is an officer, not a servant

The Norfolk County Council having considered the case of a supplementary teacher employed in a public elementary school, issued a notification under Article 5 of the Local Government Superannuation (Administration) Regulations, 1937, that the teacher would, if she remained in the employment of the Council in the same capacity until April 1st, 1939, become a contributory employee by virtue of her being a whole-time officer, and that the rate of contribution payable to the Superannuation Fund would be 6 per cent. The teacher appealed to the Minister of Health on the ground that for superannuation purposes she should be classified as a servant with the rate of contribution at 5 per cent.

The decision of the Minister was conveyed to the teacher by letter in the following form:—

"I am directed by the Minister of Health to refer to the appeal submitted by you against the decision of the Norfolk County Council that, for the purpose of the above-mentioned Act, you are, in respect of your employment by them as a supplementary school teacher, an officer of the Council, in whose case accordingly the rate of contribution payable to the Superannuation Fund will be 6 per cent. of remuneration.

The Minister has carefully considered the ground advanced by you in support of the view that you are a servant of the Council and liable accordingly for a 5 per cent. contribution, but he is unable to accept this view.

In the circumstances the Minister hereby determines that the decision of the Council is correct."

N.A.L.G.O. SPORTS WEAR

Please note revised prices due to increased cost of material

BLAZER—1st Quality ... 30/-
2nd " ... 26/6

(made to measure 1/6 extra)

BLAZER MATERIAL per yard

1st Quality (4 yds. required) 5/8

2nd " (2 " " ") 9/6

CRICKET CAP ... 4/6

(Continued from previous column)

Taf Fechan water supply board has approved the granting of annual allowances to officers passing the intermediate and final of approved examinations, including N.A.L.G.O. examinations.

South Shields Corporation is considering setting up a local joint committee. Suitable representations have been made in support of the proposal.

NEW BRANCH

Yet another branch has been formed in the Yorkshire district—this time at **Elland**—and a very cordial welcome is extended to the members.

OPTICAL TREATMENT

100% to a maximum of £1 5s. 0d. (including the 5s. sight test fee) is paid towards all estimates given under classes 1, 2 or 3 of the scale of charges agreed upon by the Ophthalmic Benefit Approved Committee. Where an Optician thinks that an Ophthalmic Surgeon should be consulted an examination fee of £1 1s. 0d. will be paid by the Society in lieu of the ordinary 5s. sight test fee.

DENTAL TREATMENT

100% of the cost of Dental Treatment and 50% of the cost of Dentures is paid in all cases where the estimate submitted is in accordance with the scale of charges laid down by the Dental Benefit Council.

SURGICAL APPLIANCES

75% with a maximum of £5 0s. 0d. is paid towards the cost of Medical and Surgical Appliances other than Dental and Optical Appliances and those provided as part of Medical Benefit

CONVALESCENT HOME TREATMENT

Free residence at the Society's Convalescent Home at Matlock and the refund of railway fare. Members can also be admitted to any other approved Convalescent Home and each case will be considered on its merits.

HOSPITAL TREATMENT

100% subject to a maximum of £2 2s. 0d. per week (for a period not exceeding 4 weeks) towards the cost of maintenance in Hospital. When an operation fee is payable, providing the payment is made direct to the Hospital, and a Hospital receipt is obtained, two-thirds of the operation fee is paid, subject to a maximum of £8 8s. 0d. for a major, and £4 4s. 0d. for a minor operation.

NALGO

APPROVED SOCIETY

ADDITIONAL BENEFITS

Loss of benefit may result if before commencing any treatment or obtaining any appliance members do not apply in writing to the local correspondent, or if there is no local correspondent, to the Secretary, Nalgo Approved Society, 24, Abingdon Street, Westminster, S.W.1, and await the Society's authorisation.

WANT AND DISTRESS

Grants to members who are in want or distress. Each case will be considered on its merits.

**MATERNITY BENEFIT**

—additional cash benefit—
Increase of 10/- making a total of £2 10s. 0d.



SCOTTISH NOTES

A Scottish Vice-President

THE Scottish representatives to the Annual Conference were most gratified when word went round that Mr. Archibald, the chairman of the Scottish Council, had been elected a vice-president of the Association. Some anonymous donors left at his hotel a pipe and tobacco pouch as a token of their good wishes, and we are sure all Scottish members extend their congratulations.

Whitley Council

The staff side of the Whitley council has recently held two meetings to formulate new proposals, similar to those reported in our last number, for presentation to the employers' side, which, we believe, has since met and taken a favourable view of them. The full council did not meet until June 29, when it was hoped the proposals would be approved and local authorities circularised. Thereafter the council will deal with some seven or eight larger local authorities paying higher salaries than those suggested for the bulk of the smaller authorities.

Dundee's Bid for Increase

For some time there has been grave dissatisfaction amongst a number of grade C clerks who, through no fault of their own, have been stuck at the low maximum of £180. The chairman of the Whitley council, feeling that a direct application to the corporation would not infringe our obligation to the council, the executive decided to bring the matter before the Lord Provost's Committee. Accordingly, the divisional secretary wrote to the town clerk asking that the maximum of the grade be increased by £20. But another snag arose. The Lord Provost and the town clerk considered that a change in the grading scheme could not be considered until the town council had rescinded their resolution adopting the grading scheme. Treasurer Caldwell has therefore given notice of the following motion which will come before the council at its July meeting:

That the minute of April 27, 1926, in so far as the grading scheme applies to grade C clerks whose maximum is fixed at £180 be rescinded and that the question of the maximum to be paid be remitted to the Lord Provost's committee for consideration.

East Lothian Branch

Mr. Mortimer met the executive of the new branch in East Lothian and discussed recent happenings, particularly with regard to Whitley council negotiations and salary questions. The county council's grading scheme appeared unsatisfactory and there were several anomalies to be rectified. The executive unanimously agreed to await a communication to be sent from the Whitley council to the county council.

Benevolent and Orphan Fund

The Scottish Benevolent and Orphan committee met on June 11 with Mr. H. G. Pope, Aberdeen, in the chair, when they reviewed all the existing grants, continuing 13, discontinuing 2, and transferring 1 to the London area: grants were made to 5 new applicants.

Dumbartonshire Branch

Incessant rain did not damp the enjoyment of the members of the Dumbartonshire branch on their outing to North Berwick. At tea, Miss Monaghan, the secretary, was thanked for making the day such a success.

ROUND THE BRANCHES

No. 2—REIGATE

PRESIDENT
G. M. Gibbs



SECRETARY
Alan Davis



TREASURER
C. F. Baxter



CHAIRMAN OF
EXECUTIVE
A. Legg



SPORTS &
SOCIAL
J. G. Othick



CRICKET
SECRETARY
A. L. Goldsmith



LOCAL
CORRESPONDENT
B. R. Davies



Illustration '38

District Committees

BRANCHES' FINI BENEVOLENT AN ORPHAN FUND RECORDS

North Eastern

At a meeting on May 28 at Middlesbrough, arrangements for summer sports and a dinner in December at Newcastle were reported. Several small branches were granted financial assistance to representatives to Conference.

Mr. W. Temperley, Northumberland, reporting for the area education committee, referred to the accommodation of resident students at Bensham Girls' Settlement.

The contributions to the Benevolent Orphan Fund for the year 1936-7 showed a net increase of £72 12s. 2d. over the preceding year, and an analysis of branch contributions revealed that Boldon branch enjoyed the double distinction of having 100 per cent subscribing membership, the highest average amount per head, 9s. 10d. The shield was then presented to the branch representatives.

Yorkshire

At a meeting of the committee at Skipton on May 28 the executive submitted reports of meetings on April 21 and May 11 dealing with Whitleyism, finance, the option on the hospitals and institutions etc., staffs sub-committee of women members with specialized knowledge, and recommendations for the Conference agenda.

Details of summer sports, competitive progress with the salaries campaign, and the review of the nurses' charter in connection with the hospital and institutional etc., staffs sub-committee, were reported.

A circulated statement of branch subscriptions to the Benevolent and Orphan fund showed that nine branches had 100 per cent subscribing membership.

West Midland

Keen appreciation of the work of the Association and the services of the local officers was paid by the Mayor of Nuneaton at the district committee on May 11. Mr. G. A. Owen, Smethwick, welcomed Mr. T. Oldroyd, the town clerk, who had been absent from Nuneaton owing to long illness.

The principal business of the meeting was the consideration of the annual Conference agenda and the annual report. A comprehensive report on salaries in the area was approved and the divisional secretary reported that membership had increased from 5,978 to 6,691 during the year—an increase of 2,200 for the last five years; that new scales of salaries had been adopted by the county borough of Dudley and Smethwick, and that no scales for juniors had been approved by Worcester, Sutton Coldfield, and Wednesbury; that since the last meeting, sixteen authorities had adopted the 1922 Superannuation Act, and that the Dudley Corporation had adopted an improved scale of holidays.

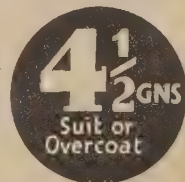


What's Wrong?

... badly cut collar standing away from the linen collar ... waves and billows across the back under coat collar ... coat is tight across the back (a beautiful fit, Sir!) but oh! so

uncomfortable ... the coat is short and the trousers seat too large—a horrible combination ... trousers are too short and badly cut so that they will catch in the back of one's shoes. There's more in a good suit than a reasonable "fit" ... for the little extra something patronise a practical tailor rather than just a retailer selling clothes

I am a cash tailor, but as Public Officials are responsible people I offer them comfortable credit terms on the actual cash prices I charge the public plus 2½% for clerical expenses



For style, comfort and value next time try

GEORGE DOLAND

7 Whitehall SW1 & 143-5 Victoria Street SW1

Branches at Balham, Bromley, Cheapside, Clapham, Cricklewood, Ealing, Holborn, Horsham, Putney, Streatham, Sutton, Watford, West Ealing, Wimbledon

DOLAND & LARCOMBE 15-17 Ludgate Hill

Shirts

A Matter of Instinct

It's a queer thing about Man that he is happier with things around him that are truly his own.

From earliest days, when his small fingers closed round anything in reach, to later in life, as the owner of a fine house, garden, and car, he is a creature of acquisition.

Other things equal, the man "pottering about" his OWN garden is more content than the man spending time, money and effort in improving his landlord's.

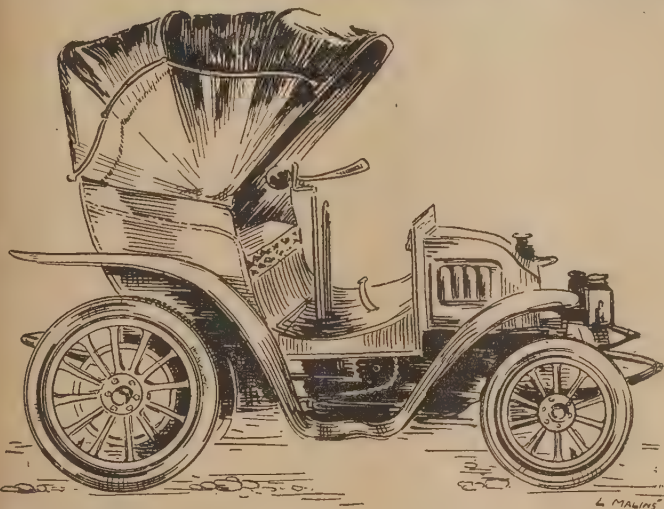
The Nalgo Building Society does its share towards the happiness of members by contributing part of the purchase price of properties at only $4\frac{1}{2}\%$ or $4\frac{1}{4}\%$, and in approved cases advancing 100% of the value or the purchase price, whichever be the lower.

Ask your local correspondent for particulars or write direct to:

Nalgo Building Society

24, Abingdon Street
Westminster, S.W.1

IF YOU REALLY WANT THIS CAR



We cannot help you

but if you want an efficient and luxurious modern car to speed you over hill and dale to beach, picnic, countryside, office, or whereso'er you will, just sign along the dotted line for the glad tidings in greater detail

NALGO, 24, ABINGDON STREET, LONDON, S.W.1

Please give details re advance of £.....
on the hire purchase of a new *MOTOR CAR
—repayments spread over *12 months *18 months
*24 months, or *MOTOR CYCLE—repayments spread
over *6 months *12 months. List Price £.....

NAME.....

ADDRESS.....

(*Delete where not required—post open envelope, i.d.)

Nalgo's
MOTOR HIRE PURCHASE SCHEME
can bring you the car (or motor cycle) that you've
been waiting for.

BRITAIN'S HOUSING POLICY

An Outspoken Criticism

Europe Rehoused, by ELIZABETH DENBY (Allen & Unwin, 14s., 284 pp.)

IN this, the newest book on housing written for the layman, Miss Denby presents in a readable style the accomplishments of six European countries in this field during the last twenty years and comments critically upon them. The six nations covered—Austria, France, Germany, Holland, Italy and Sweden—are, as she points out, two neutrals in the War, two winners, and two losers. In addition to a chapter on each of the countries, general chapters on the housing problem in Europe before and after the War and on the business side of housing add to the value of the book.

Probably of greatest interest to the local government officer, however, will be the chapter in which the author summarises her findings, compares English housing with that of the other countries, and finds that England could learn a great deal from the others. In Miss Denby's opinion, the large number of new dwellings erected in England do not compare for quality, with few exceptions, with those of any other European nation; natural resources have been wasted; our industrial towns are deplorable; and good housing is much more than the absence of slums. "The mass of evidence shows that the British housing problem has been cruelly over-simplified," she says.

In summing up which of the experiences of the European nations might well be incorporated into our policy, the author advocates, among other things, the improvement of government direction, the thinking out by every town and rural area of a scheme for its development or redevelopment, the creation of a commission

Other books reviewed on page 242

of experts in several fields which would travel around the country advising local officials and the public, the providing of more recreation areas and nursery schools, and the establishment of new factories for cheap but strong furniture to answer the problem raised when families move into larger quarters.

Miss Denby's background of eight years' experience in slum clearance and rehousing in London, in addition to her year's investigation of Continental housing, make her findings and recommendations well worthy of consideration, and these are well supplemented by many excellent illustrations, plans, and graphs.

MANCHESTER'S 100 YEARS

A Century of City Government
SHENA D. SIMON (Allen & Unwin, 12

This excellent book, written for Manchester Centenary celebrations, describes the civic evolution of the city of the past hundred years. It is divided into five parts, the first two illustrating appalling conditions of 1838, the first the Charter, and the expansion of the city, territory and municipal functions. In the next two parts Lady Simon sketches in a most fascinating way the increase and growth of the social services and utilities, and the book is as rich in its scope.

While admitting a deep affection for the city the author has retained her objectivity throughout and criticised the work of the council on several occasions. She points out, for instance, that in the council sixty years to decide to provide satisfactory drainage, and she reminds of work still unfinished—smoke abatement.

She pays a high tribute to local government officers in declaring that Manchester has never before possessed such a fine body of able officials, who combine incorruptibility, enthusiasm, and energy with a sympathetic understanding of the lives and problems of the ordinary citizen.

Lady Simon believes that in the government to-day the country has the best training-ground for democracy, probably the highest standards of interested service and toleration.

H.C.



"You see, we lost the subsidy just before we finished."

Ramsay
Bicknell

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FROM MY BOOKSHELF

By Jonas Praps



Travel Experiences

THERE is no more sincere protagonist peaceward than Mr. George Lansbury: he stands for it above all things. In its quest, he has visited many European countries interviewing potentates and powers of many and varied kinds in the cause of humanity. In "My Quest for Peace" (Joseph, 8s. 6d.) there is little about his life save in so far as it relates to this particular object.

An excellent, intimate picture of Lapland and Finland is to be found in Halliday Sutherland's "Lapland Journey" (Bles, 10s. 6d.). He made the journey principally by sleigh and his first reindeer driving experience was illustrative of his companion's advice—"forget all you know about driving a horse." The book is delightful not so much from its adventurous side as from the description of everyday life—e.g., Finnish baths, resembling largely our Turkish baths save that moisture was

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produced by pouring water on heated stones. The scenic atmosphere is also convincingly created.

The writer of "Dark Paths" (Nicholson, 10s. 6d.), Geoffrey Pinnock, endeavours to interest the reader in various smuggling incidents from the points of view of the smuggler and the detector. It is the story of modern contraband running in Europe and has nothing to do with early smuggling days. Liquor and dope, armaments and dress goods and, not the least interesting, the smuggling over the border of political agitators. The book is a vivid picture of the dangers and difficulties from both sides.

Herbert Fichy is not the first person to be fired with interest in the forbidden land by Sven Hedin's books. In "Tibetan Adventure" he travels through Afghanistan, Persia, and Tibet on a motor-cycle. His experiences are very entertaining.

People travel for varied reasons but none, perhaps, quite so curious as Miss Innes Jackson. She makes the most matter-of-fact comments on people and things in China particularly from her experience at Ginling College, where she went primarily to study Chinese poetry. "China only Yesterday" (Faber, 9s.) is the title of this very delightful book, delightfully illustrated.

Human Thought

There are two main topics, both inter-related, in Professor Joad's "Guide to the Philosophy of Morals and Politics" (Gollancz, 6s.), starting with the Greek view on both and ending with the modern view. Between these two parts the subjects are treated separately. The book is an excellent study of human thought condensed into reasonable proportions but not to such an extent as to destroy its attractiveness to the reader.

About Individuals

"George Sava" commenced operations on the field of battle without surgical knowledge, performed a successful operation on a wounded companion. His urge in life has been to become a qualified surgeon and in his chequered career as waiter, stoker, and the like, he has saved and studied to that end. He was rewarded with a degree in Florence. His book "The Healing Knife" (Faber, 8s. 6d.) is the record of his career, but principally of his surgical experiences, many of which are much more gripping than the best of fictional horrors.

A modern diary—a genuine one, not a flight of the imagination—is something of a novelty. G. B. Harrison leaves critical writing to give us his record of the year 1936. The title of his book is "The Day Before Yesterday—Being a Journal of the Year 1936" (Cobden-Sanderson, 15s.). It deals with recent events in general and in particular those relating to the throne of England, is tastefully produced and well written.

"I follow St. Patrick" is an unusual production and is by Oliver St. John Gogarty (Rich & Cowan, 16s.). It follows the wanderings of the great patron saint of Ireland and attempts to envisage the scenes of his travels in atmosphere as well as physical vision, even picturing his sojourn in a snake-infested island.

Historical Fiction

Two historical novels stand out in recent issues of fiction. One is Evan John's "Crippled Splendour" (Nicholson, 8s. 6d.). It is not too easy to be rapturous concerning the life of the early fifteenth century without allowing the glamour of the period to over-shadow one's judgment. The story is a moving picture of James, the ancestor of the Stuart kings, and of the stirring times of the period.

Robert Neumann has more of a mission—that of making one realise the ideals of an entirely different type of character. "A Woman Screamed" (Casell, 8s. 6d.) is a vivid account of the apostle of liberty Louis Kossuth and of his insurrection in Hungary in 1848.



By Neville Hobson

LEADING

LET us take three specimen leads and consider the correct leads against a suit declaration. In each case it should be assumed there has been a game bid in He

- (1) S. A, K, Q, x. D. J, 10, x.
H. x, x. C. x, -x, x.

On this hand the first lead should be King of Spades, followed by the Q. The Ace should then be played suit holds.

The lead of a King always indicates a holding of either A, K or K, Q, and partner of the leader knows that he holds the Ace if it is not played by opponents.

- (2) S. A, Q, x, x. D. J, 10, 9, x.
H. x, x. C. x, x, x.

Always avoid leading from a tenace. A major tenace is A and Q, a minor tenace K and J. These high cards are usually made if the lead is up to you but one or both may be lost if the lead is made from them.

In this case, the best initial lead is from the top of a sequence, namely, J, of Diamonds. If, for instance, the player on the left of the leader is compelled to cover the J. with the Q, and partner holds K, the Ace is thereby drawn leaving the 10 and 9 masters. In case this lead can rarely lose a trick.

- (3) S. K, J, x, x, x. D. J, 10, x, x.
H. x, x, x. C. x.

It is clearly inadvisable to lead from the long minor tenace in Spades, this is an instance where a singleton might be led, though some players might prefer the J. of Diamonds.

A singleton is quite a legitimate lead, particularly when holding two or three indifferent trumps; but if 4 trumps are held, or if an important Honour might be uncovered by trumping-in, the lead of a singleton should give way to some other alternative. It is, however, better to lead a singleton in any case rather than from A, Q or K, J.

Lead from an Ace

Many textbook writers advocate the lead of an Ace when holding A, x, x. Personally, I prefer to lead a small card in the hope that the K. is on my left and that my partner may hold the Q, which would then make, as a King cannot ordinarily be played by the second player on the first lead.

If, however, the holding had been x, x, x, x, there is a risk of the Ace being trumped on the second round. A small card should not ordinarily be led.



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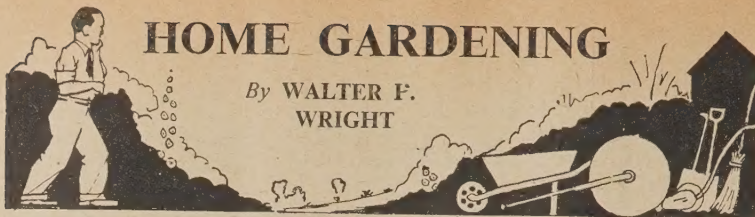
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HOME GARDENING

By WALTER F. WRIGHT

"STAGGERED" holidays not yet having come to fruition on a large scale, one may fairly assume that July gardening will follow its usual course for the present year; there will be a full month's work of completing this season's early operations and of making preparations for 1939.

As examples of the first part, we can: Complete the staking of Dahlias and Chrysanthemums;

Gather Sweet Peas regularly, at the same time removing lateral shoots from main branches trained on the one, two or three-stem system;

Give the lawn a watering after sprinkling with fertiliser in a spell of dry weather;

Continue the pegging-down of such straggling yet beautiful plants as Petunias, Verbenas, Ivy-leaf Geraniums, and the stronger sections of annual Phloxes—the "compacta" section do not need it except in very wet weather;

Extend the season of Pansies and Violas by (i) gathering flowers—particularly those fading—and (ii) top-dressing with lawn mowings, hop manure, or old yard manure;

Strengthen Violets intended for winter bloom by (i) reducing the number of runners, and (ii) feeding occasionally with liquid fertiliser;

Trim the rock garden by removing weeds, fading flowers, and dying shoots, and further encourage late bloomers with an occasional flip of liquid manure;

Gather Roses wanted for vases, and shorten the shoots to encourage second growth and late blooming. Further keep a sharp look out for mildew and "black spot" on the Roses and treat on sight with a florist's fungicide—such as Ewing's or Willis's—squeezing leaves curled by grubs and applying a florist's insecticide where the foliage is infested by aphides;

Cut down such things as Delphiniums and Lupins after the first batch of bloom has gone, forking up the soil and giving a good dose of liquid manure to stimulate a second harvest;

Thin out crowded buds of Carnations so that a limited number of superior flowers are obtained;

Destroy earwigs attacking such things as Dahlias and Zinnias—both of which they love—by setting small pots, stuffed with hay, upside down on the stakes, and Clip hedges that have made a foot or more of young growth and put in the upper part of the severed shoots as cuttings—such useful hedges as Privet and Lonicera nitida strike root readily.

Proceeding to the second branch of operations—preparing stocks of plants for next year—we might begin with the rock garden and insert cuttings of Arabis, both double and single, and Aubrietias. If the latter were clipped close back after

flowering there should be abundance of short new shoots now and some of these may be taken off for striking.

Biennials such as Wallflowers, Sweet Williams, Siberian Wallflowers, Canterbury Bells, certain of the best Evening Primroses (Enocheras), Forget-me-nots, Foxgloves, Indian Pinks, Brompton Stocks, and Iceland and Sunbeam Poppies should be sown without delay, together with Perennials responding to treatment as Biennials, among which Lupins and Delphiniums are prominent. Note, however, that any cherished variety of Sweet William can be multiplied by removing the drooping side shoots and inserting them firmly in friable, moist soil.

Now is the time for budding.

If Rose stocks, such as briars, have to be budded, now is the time to do it. Illustrated instructions are given in many gardening publications. It is time, too, for layering Carnations of which the drooping basal growths can be used to retain cherished varieties.

In the case of Pinks, layering is not generally practicable, but young shoots can be stripped off to serve as material for fresh plants.

It is to be hoped that many readers acted on a past hint to lay in flowered-out bulbs, particularly favoured varieties of Narcissi and Tulips. Take these up now, rub them over firmly but gently in the fingers, and store them with their labels.

Irises that have gone out of bloom may be lifted and divided towards the end of the month if a fresh stock is wanted, as the plants are then beginning to make new roots.

Keep the Dahlias under close observation, not only for earwigs (see above), but also to prevent the branches becoming numerous and crowding the centres.

Chrysanthemums in pots are at, or approaching, a critical stage for selecting and "taking" the buds. It is wise to look up an illustrated article on this subject, otherwise serious mistakes may be made. Proper watering is equally important and it is desirable to provide means for shading the pots if the site on which they stand is exposed to burning sunshine.

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